

# **C B A D P**

**2004**

## **Certification Standards Manual of the South Dakota Certification Board for Alcohol & Drug Professionals**

The South Dakota Certification Board for Alcohol and Drug Professionals (CBADP) operates within legislative guidelines of the State of South Dakota under the auspices of the South Dakota Department of Human Services.

The CBADP purpose is to protect the public through the development and establishment of generally accepted standards of professionalism and competence to be used in the certification and recognition of addiction professionals in South Dakota. The CBADP strives to use valid and reliable national examinations in the certification process and to advance the profession through the promotion and offering of professional development opportunities, advocacy, and by providing a reciprocity process for addiction professionals in South Dakota.

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## **Chapter 1 THE BOARD**

### **MISSION**

The mission of the South Dakota Certification Board for Alcohol and Drug Professionals (CBADP) is to provide a foundation for the continuing development of practitioners in the field as well as the credentialing of alcohol, drug and prevention professionals within generally accepted standards of professionalism and competence using valid and reliable examinations.

### **BOARD PROFESSIONAL RESPONSIBILITY**

The Board of Directors will conduct its business in accordance with State of South Dakota legislation entitled “An Act to create the South Dakota Certification Board for Alcohol and Drug Professionals and to provide for its powers and duties.” The ACT was effective July 1, 2004. The CBADP Standards Manual, effective **July 2004**, CBADP By-Laws, state and federal statutes that apply to certification or licensing authorities, ethical codes and standards adopted or promulgated by the Board, and the provisions of the *CBADP Policies and Procedures Manual* are the guides used by the CBADP in the completion of its duties.

### **Powers**

The CBADP Board of Directors is responsible for establishing policies related to the operation of the CBADP and presiding over all matters of the corporation. The Board delegates the administration of policy related to the operation of the CBADP Administrative Office to the Administrative Officer. The Board retains responsibility for evaluating the effectiveness of the execution of Board policies. The Board reserves the right to review any circumstances that are presented in regard to the rules and regulations promulgated herein. The Board may vary from those rules and regulations as deemed appropriate within any special circumstances reviewed thereby.

### **Duties**

The CBADP seeks input to interpret the needs of the public at large, Chemical Dependency Counselor Trainees, Certified Chemical Dependency Counselors, Prevention Specialist Trainees, Certified Prevention Specialists, and Interns. The duties of the Board of Directors include, but are not limited to the following:

1. Protecting the public by setting uniform recognition and certification standards through use of valid and reliable testing instruments and instructional processes designed to establish satisfactory minimum competency requirements for Certified Professionals.
2. Providing for formulation and approval of all policies relating to the organization, governance, and improvement of services, including the continuing review of certification and endorsement criteria.
3. Providing for the safekeeping of the general public, persons who receive substance and related addiction treatment in South Dakota.
4. Promulgating information to governmental bodies and agencies relevant to the Board's purposes and services.

## **PERSONAL USE & ADDICTIVE BEHAVIOR**

It is the expectation and position of the South Dakota Certification Board for Alcohol and Drug Professionals that individuals working in the alcohol and drug abuse profession have a responsibility to themselves, their employer, their clientele, and the general public to provide a positive role model regarding their personal use of chemicals. A professional will adhere to the agency's policies concerning substance use, professional behavior, and related issues of conduct and appropriate ethical standards.

The Board believes that all recognized or certified professionals under the auspices of the Board "shall have a responsibility to model and promote a healthy lifestyle and well-being by low risk or no use of alcohol, tobacco and/or other mood-altering chemicals in addition to low risk use or no use or engagement in other addictive activities" (Professional Code of Ethical Conduct for Prevention Specialists). Further, all persons under Board cognizance have a responsibility to maintain sound mental health to prevent the impairment of professional judgment and performance.

## **NON-DISCRIMINATION STATEMENT**

The CBADP recognizes that equal opportunity is fundamental to equality in all forms of human endeavor. Therefore, all administrative and staff policies and procedures under authority of the Board shall ensure that no person shall be excluded from participation in or be denied benefits of or be subjected to any discrimination under any program or process within the cognizance of the Board based on their status related to race, sex or gender identity, religion, color, creed, national origin, disability, age, ancestry, or sexual orientation or preference.

## **CONFIDENTIALITY OF BOARD RECORDS**

Files containing applications, complaints, investigations, and appeals in possession of the Board, its committees, or its employees relating to certification or disciplinary proceedings shall be privileged and confidential, excepting the Board's findings of fact and ultimate disposition regarding matters under investigation and resulting disciplinary actions. The level of recognition or certification by the Board is not considered confidential. With documented permission from an applicant or person certified or recognized by the Board, an application or contents of the Board file may be provided to employers, supervisors or agency governing bodies.

## **FELONY STANDING**

Any individual seeking Chemical Dependency Counselor Trainee or Prevention Specialist Trainee recognition, student internship status, certification or recertification, or reciprocity will be denied if said individual has been convicted of, pled guilty or no contest to, and/or received a suspended imposition of sentence for a felony offense within at least five (5) years of the date of application. The sentencing requirements must be completed or satisfied prior to the date of the application for any recognition or certification. Persons with Felony records will need to sign appropriate releases of information that will allow the Board to verify current status. Military Court Martial offenses shall be considered as felony offenses.

## **Chapter 2 CERTIFICATION AND RECOGNITION LEVELS**

### **BOARD CERTIFICATION AND RECOGNITION LEVELS**

**The Board grants recognition or certification at the following levels:**

- Student Internship
- Chemical Dependency Counselor Trainee CDCT
- Certified Chemical Dependency Counselor Level I CCDC I
- Certified Chemical Dependency Counselor Level II CCDC II
- Certified Chemical Dependency Counselor Level III CCDC III
- Prevention Specialist Trainee PST
- Certified Prevention Specialist CPS

**Note: Applicants may qualify for CCDC I, CCDC II, or CCDC III certification within the Academic Track or within the Experience Track.**

### **EXPLANATION OF LEVELS THROUGH DECEMBER 31, 2007**

#### ***STUDENT INTERNSHIP STATUS***

Internship status is available to those individuals currently enrolled in an accredited college or university seeking to complete a substance-related internship with Board recognition. Along with the completion of an application and submission of the required fee, Student Interns must document proof of internship with verification from the accredited college or university and internship facility and provide the dates and place in which the internship will be completed. Student Internship status is granted for the length of the internship only. Student Interns completing a student internship who continue to work at the facility should apply for Chemical Dependency Counselor Trainee or Prevention Specialist Trainee recognition status. Students must inform the agency of their internship status.

#### ***CHEMICAL DEPENDENCY COUNSELOR TRAINEE***

In order for an application to be accepted for trainee recognition by the CBADP in South Dakota, the applicant must meet minimum qualifying requirements that include, but not limited to, those listed below:

- (1) Educational requirements,
- (2) Supervisor data form and a supervisor code of ethics statement,
- (3) Completion of an application,
- (4) Payment of fees,
- (5) Academic data form,
- (6) Statement of non-felony or completion of felony sentencing requirements, and
- (7) Statement of ethical practice acknowledgement.

## ***CERTIFIED CHEMICAL DEPENDENCY COUNSELOR***

In order for an application to be accepted for certification testing by the CBADP in South Dakota, the applicant must meet minimum qualifying requirements that include, but not limited to, those listed below:

- (1) Official transcripts for college or university coursework,
- (2) Statement of non-felony or completion of felony sentencing requirements,
- (3) Statement of ethical practice acknowledgement,
- (4) Three professional references,
- (5) Supervisor's recommendation with indication that applicant meets competencies in each of the Twelve Core Functions,
- (6) Work experience documentation and verification,
- (7) Written job description for the current position held,
- (8) Three hundred (300) hours of documented supervised practical training in the Twelve Core Functions, with a minimum of ten (10) hours in each core function,
- (9) Submission of a written case presentation following the outline provided by the Board, and
- (10) Payment of the required fee.

## ***ACADEMIC TRACK (Current Standards through December 31, 2007)***

**Note: All levels of the Academic Tracks (CCDC I, CCDC II, and CCDC III) require that Counselor candidates work directly with clients who have a diagnosis of alcohol or other drug abuse or dependence on a voluntary or paid basis in activities included in the Twelve Core Functions under supervision by a CCDC II or CCDC III.**

### **CCDC I**

**Sixty-four (64) transcribed semester hours, or a Chemical Dependency specific Associates Degree from an accredited college or university, with three (3) semester hours each of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)

**Qualifying work experience requirement:**

- One (1) year full-time or 2000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

### **CCDC II**

**One hundred twenty-eight (128) transcribed semester hours, or a Bachelors Degree from an accredited college or university, with sixteen (16) semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the Chemical Dependency Professional (1- 3 semester hours)

**Qualifying work experience requirement:**

- One (1) year full-time or 2000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

**\*Note: Individuals certified as a CCDC II under the Academic track must have two (2) years of experience before being eligible for reciprocity (with another IC&RC Board).**

### **CCDC III**

**One hundred sixty (160) transcribed semester hours with two (2) years full-time or 4000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III, or a Masters Degree or above from an accredited college or university with one (1) year full-time or 2000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III. Must include the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the Chemical Dependency Professional (1 - 3 semester hours)
- Counseling Families with Alcohol or Other Drug Issues (3 semester hours)
- Chemical Dependency specific elective (3 semester hours)

(Internships and practicums may count if they meet the work experience guidelines.)



## ***EXPERIENCE TRACK (Current Standards through December 31, 2007)***

**Note:** All levels of the Experience Tracks (CCDC I, CCDC II, and CCDC III) require that Counselor Candidates work directly with clients who have a diagnosis of alcohol or other drug abuse or dependence on a voluntary or paid basis in activities included in the Twelve Core Functions under supervision by a CCDC II or CCDC III.

### **CCDC I**

**Twelve (12) transcribed semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)

**Qualifying work experience requirement:**

- Two (2) years full-time or 4000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

### **CCDC II**

**Sixteen (16) transcribed semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the Chemical Dependency Professional (1 - 3 semester hours)

**Qualifying work experience requirement:**

- Four (4) years full time or 8000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

### **CCDC III**

**Twenty-four (24) transcribed semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the Chemical Dependency Professional (1 - 3 semester hours)
- Counseling Families with Alcohol or Other Drug Issues (3 semester hours)
- Chemical Dependency specific elective (3 semester hours)

**Qualifying work experience requirement:**

- Six (6) years full-time or 12,000 hours of Chemical Dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

## ***PREVENTION SPECIALIST TRAINEE (PST)*** ***(Current Standards through December 31, 2007)***

The Board has initiated Prevention Specialist Trainee Recognition. This prevention recognition is available to persons with a minimum of a Bachelor's degree from an accredited college or university who are working in the prevention field. **The following are some informational items pertaining to the Prevention Specialist**

### **Trainee process:**

- Bachelor's degree required from an accredited college or university
- Five (5) years to complete the required coursework outlined in the CPS standards
- Supervised by a Certified Prevention Specialist, unless due to unavailability and with board approval, may be supervised by a CCDC II or CCDC III (supervisor must sign off on work experience, have knowledge of prevention, and abide by the Code of Ethical Conduct for Prevention Specialists) and must include a minimum of eight contact hours of supervision each month
- Follows the CBADP adopted Code(s) of Ethics and Codes of Ethical Conduct for Prevention Specialists and for Chemical Dependency Counselors
- Present to the public as a Prevention Specialist Trainee or Chemical Dependency Counselor Trainee if both credentials are recognized; Presents to the public as both or either a Prevention Specialist Trainee or Certified Chemical Dependency Counselor at the certified level if both credentials are present
- Payment of fees

## ***CERTIFIED PREVENTION SPECIALIST (CPS)*** ***(Current Standards through December 31, 2007)***

In order for an application to be accepted for Prevention Specialist certification testing by the CBADP in South Dakota, the applicant must meet minimum qualifying requirements that include but not limited to those listed below:

- (1) Official transcripts for college or university coursework,
- (2) Statement of non-felony or completion of felony sentencing requirements,
- (3) Statement of ethical practice acknowledgement,
- (4) Three professional references,
- (5) Supervisor's recommendation with indication that applicant meets competencies in the prevention domains,
- (6) Work experience documentation and verification,
- (7) Written job description for the current position held,
- (8) One hundred and twenty (120) documented supervised practical training hours, with a minimum of ten (10) hours in each of the performance domains, and
- (9) Payment of the required fee.

The following standards were established to ensure a minimum knowledge for the individuals responsible for prevention programming.

### **Education: A Bachelor's Degree from a regionally accredited college or university with thirteen (13) transcribed semester hours in the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Alcohol and Other Drug Prevention or workshop equivalent as approved by the CBADP (3 semester hours)
- Theory and Practice of Alcohol and Drug Prevention (3 semester hours)
- Professional Ethics for the Addiction Professional (1 - 3 semester hours)  
(3 hours recommended, but only 1 hour is required through December 31, 2007)  
*(Must include 6 contact hours of Ethics Specific to Prevention)*

Intensive Education Workshop and/or Training that has been pre-approved by the CBADP may fulfill the requirements for the Foundations of Prevention Course at the discretion of the Board. A three (3)-semester hour course is the equivalent of 45 contact hours. Applicants must demonstrate training hours to meet the course requirements.

**Examinations:** Must complete all requirements for prevention certification, apply and successfully pass the national written examination for prevention.

**Supervision/Experience Requirements:** A minimum of *120 hours* of practical training experience with a minimum of *10 hours* in each of the five IC&RC/AODA Performance Domains:

**I. Planning and Evaluation:**

1. Assessing community needs.
2. Developing a prevention plan.
3. Selecting strategies to meet the needs of target populations.
4. Applying sound prevention theory and practice.
5. Identifying funding sources.
6. Reviewing evaluation options.
7. Conducting evaluation activities.
8. Documenting project activities and outcomes.
9. Refining the prevention program.

**II. Education and Skill Development:**

1. Tailoring education and skill development.
2. Connecting prevention theory and practice using current research and program models.
3. Maintaining fidelity when replicating research based prevention programs.
4. Developing culturally competent education and training.
5. Conducting education and skill development activities.
6. Educating consumers by providing accurate and appropriate information.
7. Disseminating appropriate information through prevention materials.
8. Providing prevention information to professionals.

**III. Community Organization:**

1. Defining the community through demographics and core values.
2. Identifying key community members.
3. Identifying/engaging community leaders.
4. Identifying needs and resources.
5. Developing a prevention plan through collaboration with members of the community.
6. Supporting the community through technical assistance.
7. Developing the capacity of the community.

**IV. Public and Organizational Policy:**

1. Identifying/informing policy makers.
2. Planning public policy initiatives.
3. Gaining support of decision makers.
4. Establishing a relationship with the media/being a credible resource.
5. Promoting advocacy for prevention.

**V. Professional Growth and Responsibility:**

1. Attaining knowledge of current prevention theory and practice.
2. Networking with colleagues/others in the field.
3. Adhering to legal and professional standards.
4. Recognizing community norms to ensure sensitivity to unique needs.
5. Developing cultural competence.

**Note: Certified Prevention Specialists must have two (2) years of experience before being eligible for reciprocity with another IC&RC/AODA Board.**

Certified Prevention Specialists are required to follow the CBADP Code of Ethics and the Code of Ethics for Prevention Specialists promulgated by IC&RC/AODA.

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**ILLUSTRATION OF COURSE AND RELATED EDUCATIONAL REQUIREMENTS for CBADP RECOGNITION  
OR CERTIFICATION (Current Standards through December 31, 2007)**

Course	Counselor Trainee	CCDC I, II, III Academic Track Required Semester Hours				CCDC I, II, III Experience Track Required Semester Hours			Prevention Specialist Trainee	CPS
		CCDC I	CCDC II	CCDC III		CCDC I	CCDC II	CCDC III		
Introduction to the Study of Alcohol Use and Abuse		3	3	3		3	3	3		3
Introduction to the Study of Drug Use and Abuse		3	3	3		3	3	3		3
Foundations of Individual Counseling		3	3	3		3	3	3		
Alcohol and Drug Group Counseling		3	3	3		3	3	3		
Alcohol and Drug Treatment Continuum			3	3			3	3		
Professional Ethics for the CD Counselor			1	1			1	1		1
Counseling Families with Alcohol or Other Drug Issues				3				3		
CD-specific elective				3				3		
Theories of Prevention										3
Foundations of Prevention										3
Bachelor's Degree									Yes	Yes
Total Required Hours in AoD area	0	12	16	22		12	16	22	128	128
Total Hours Required	0	64	128	160		12	16	22	128	128

**Note:** Vocation or Technical training that is included in the 160 semester hours (4000 hours) for CCDC III must be in a Human Services Area. Any Vocational Technical Training that transferred to an institution that accepted those hours in a degree granting or certification program cannot be given any separate or additional credit towards the 160 hours beyond the transfer credit .

## **EXPLANATION OF LEVELS EFFECTIVE JANUARY 1, 2008**

### ***CHEMICAL DEPENDENCY COUNSELOR TRAINEES (CDCT)***

**Trainee Recognition will be granted in two (2) categories when the following conditions are met:**

1. Applicants without a Bachelor's degree must have completed a minimum of nine (9) semester hours of required chemical dependency specific coursework as outlined below.
2. Applicants with a Bachelor's degree in a Human Services or Human Relations field from an accredited college or university and who can demonstrate a three (3) semester hour course related in content or equivalent to the Foundations of Individual Counseling requirement.

### ***CHEMICAL DEPENDENCY COUNSELOR TRAINEE APPLICANTS***

**Applicants must have a minimum of a high school diploma or general education diploma (GED) and complete nine (9) transcribed semester hours of the following specialized education subject areas within two years of obtaining recognition status:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)  
Or  
Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Professional Ethics for the Chemical Dependency Professional (3 semester hours)

Applicants with no prior experience in an addiction or substance abuse work environment must have a current place of employment where it is possible to gain necessary experience and supervision. The experience must be in direct service with clients who have a diagnosis of alcohol or other drug abuse / dependence. This experience includes both direct and indirect counselor core functions. Formal education and unsupervised work experience after Trainee Recognition is granted may not be substituted for the experience requirements. All experience must be documented and verifiable.

Work completed in agencies accredited or recognized through statute by the Division of Alcohol and Drug Abuse or under the control and auspices of an equivalent accrediting or sponsoring body is considered work experience meeting the requirements of the CBADP. Any work experience completed in other agencies or entities must have supporting documents including the agency brochure and statement of philosophy and or mission submitted to the Board to support an applicant's documentation as acceptable work experience.

To have Trainee recognition status, a person must be employed on either a paid or voluntary basis. Trainees are required to be supervised by a CCDC II or CCDC III throughout their entire recognition period as a Trainee. A minimum of eight (8) hours of supervision must be completed per month with the recommended ratio being one hour of supervision for every ten hours of client contact. By the end of their trainee recognition period, applicants must specifically document three hundred (300) hours of supervised practical training in the Twelve Core Functions with a minimum of ten (10) hours in each core function.

Trainee recognition is granted for up to five (5) one-year periods, unless the trainee is granted an extension by the Board. Trainees must meet all requirements for certification at a minimum for CCDC I by the end of their recognition period and at the time of application. The CBADP understands there may be instances when an individual may not have completed all requirements for certification at their desired level before the end of their Trainee Recognition period and will consider a one-time six-month just-cause extension. Trainees must submit a letter of request outlining the reasons for the extension and payment of the required fee.

Trainees who have not completed certification within the five (5) one-year periods, or who have lost their recognition for any reason, must wait twenty-four (24) months, document completion of seventy-five percent (75 %) of the formal academic specialized educational requirements for Level I Certification, and pay the required fee before being considered for another recognition period. Trainee recognition is available to those

not yet meeting the certification requirements or in an employment status waiting certification testing. Trainee recognition will allow applicants to work while completing the academic and experience requirements for certification in many agencies. **A person can have Trainee Recognition for a total of five (5) one-year periods.**

Any person that is recognized as a CDCT prior to January 1, 2008 may remain in that status for an equivalent of ten (10) board-testing cycles or five (5) years beginning January 1, 2008.

Trainee Recognition can be placed in an inactive status for a maximum of three (3) years or 36 months total. Trainee Recognition can be reactivated by submitting a reactivation fee (prorated to the month of their birth at \$8.33 per month) and Trainee Renewal Application. Unemployment is considered to be the main factor for Trainee Recognition to be placed in an inactive status. There is no provision for refund of Trainee Recognition fees if placed in an inactive status.

**Twelve Core Functions:**

- (1) Screening,
- (2) Intake,
- (3) Orientation,
- (4) Assessment,
- (5) Treatment Planning,
- (6) Counseling,
- (7) Case Management,
- (8) Crisis Intervention,
- (9) Client Education,
- (10) Referral,
- (11) Reports and Record Keeping, and
- (12) Consultation.

***BACHELOR'S LEVEL TRAINEE RECOGNITION WITH A HUMAN SERVICES / RELATIONS EMPHASIS (Effective January 1, 2008)***

An applicant for bachelor's level trainee recognition with a Human Services related Baccalaureate or higher degree from an accredited college or university must document coursework for a minimum of three (3) semester hours in one of the following specialized education subject areas:

- Interviewing,
- Intervention, or
- Counseling and/or service delivery to consumers.

Within one (1) year of achieving this Bachelor's level Trainee recognition, a three (3) semester hour substance abuse specific course in ethics and standards of practice must be successfully completed, or trainee status will not be renewed.

All other educational, work experience, supervision, and time frame requirements for achieving certification shall remain the same as outlined above in the standards for CDCT applicants.

***CERTIFIED CHEMICAL DEPENDENCY COUNSELORS***  
***(Effective January 1, 2008)***

In order for an application to be accepted for certification testing by the CBADP in South Dakota, the applicant must meet minimum qualifying requirements that include, but not limited to, those listed below:

- (1) Official transcripts for college or university coursework,
- (2) Statement of non-felony or completion of felony sentencing requirements,
- (3) Statement of ethical practice acknowledgement,
- (4) Three professional references,
- (5) Supervisor's recommendation with indication that applicant meets competencies in each of the Twelve Core Functions,
- (6) Work experience documentation and verification,
- (7) Written job description for the current position held,
- (8) Three hundred (300) hours of documented supervised practical training in the Twelve Core Functions, with a minimum of ten (10) hours in each core function,
- (9) Submission of a written case presentation following the outline provided by the Board, and
- (10) Payment of the required fee.

## ***ACADEMIC TRACK (Effective January 1, 2008)***

**Note: All levels of the Academic Track (CCDC I, CCDC II, and CCDC III) require that Counselor Candidates work directly with clients who have a diagnosis of alcohol or other drug abuse or dependence on a voluntary or paid basis in activities included in the Twelve Core Functions under supervision by a CCDC II or CCDC III.**

### **CCDC I**

**Sixty-four (64) transcribed semester hours or Chemical Dependency specific Associates Degree from an accredited college or university with eighteen (18) semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Professional Ethics for the chemical dependency professional (3 semester hours)

**Qualifying work experience requirement:**

- One (1) year of full-time or 2000 hours of chemical dependency specific work experience, supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

### **CCDC II**

**One hundred twenty-eight (128) transcribed semester hours, or Bachelors Degree in a human service field from an accredited college or university with twenty-seven (27) semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the chemical dependency professional (3 semester hours)
- Counseling Families with Alcohol or Other Drug Issues (3 semester hours)
- Cultural Competency or Special Populations (3 semester hours)
- Chemical dependency specific elective (3 semester hours)

**Qualifying work experience requirement:**

- One (1) year of full-time or 2000 hours of chemical dependency specific work experience, supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

**\*Note: Individuals certified as a CCDC II under the Academic track must have two (2) years of experience before being eligible for reciprocity (with another IC&RC Board).**



### **CCDC III**

**One hundred sixty (160) transcribed semester hours with two (2) years of full-time or 4000 hours of chemical dependency specific work experience supervised by a CCDC II or CCDC III, or a Masters Degree or above in a Human Services Field from an accredited college or university with one (1) year of full-time or 2000 hours of chemical dependency specific work experience supervised by a CCDC II or CCDC III and twenty-seven (27) semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the chemical dependency professional (3 semester hours)
- Counseling Families with Alcohol or Other Drug Issues (3 semester hours)
- Cultural Competency or Special Populations (3 semester hours)
- Chemical dependency specific elective (3 semester hours)

(Internships and practicums may count if they meet the work experience guidelines.)

## ***EXPERIENCE TRACK (Effective January 1, 2008)***

**Note: All levels of the Experience Track (CCDC I, CCDC II, and CCDC III) require that Counselor Candidates work directly with clients who have a diagnosis of alcohol or other drug abuse or dependence on a voluntary or paid basis in activities included in the Twelve Core Functions under supervision by a CCDC II or CCDC III.**

### **CCDC I**

**Fifteen (15) transcribed semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Professional Ethics for the chemical dependency professional (3 semester hours)

**Qualifying work experience requirement:**

- Two (2) years full time or 4000 hours of chemical dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

### **CCDC II**

**Twenty-seven (27) transcribed semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the chemical dependency professional (3 semester hours)
- Counseling Families with Alcohol or Other Drug Issues (3 semester hours)
- Cultural Competency or Special Populations (3 semester hours)
- Chemical dependency specific elective (3 semester hours)

**Qualifying work experience requirement:**

- Four (4) years full time or 8000 hours of chemical dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

### **CCDC III**

**Twenty-seven (27) transcribed semester hours of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
- Introduction to the Study of Drug Use and Abuse (3 semester hours)
- Foundations of Individual Counseling (3 semester hours)
- Alcohol and Drug Group Counseling (3 semester hours)
- Alcohol and Drug Treatment Continuum (3 semester hours)
- Professional Ethics for the chemical dependency professional (3 semester hours)
- Counseling Families with Alcohol or Other Drug Issues (3 semester hours)
- Cultural Competency or Special Populations (3 semester hours)
- Chemical dependency specific elective (3 semester hours)

**Qualifying work experience requirement:**

- Six (6) years full-time or 12,000 hours of chemical dependency specific work experience supervised by a CCDC II or CCDC III.  
(Internships and practicums may count if they meet the work experience guidelines.)

## ***PREVENTION SPECIALIST TRAINEE (PST)*** ***(Effective January 1, 2008)***

The Board has initiated Prevention Specialist Trainee Recognition. This prevention recognition is available to persons with a minimum of a Bachelor's degree from an accredited college or university who are working in the prevention field. **The following are some informational items pertaining to the Prevention Specialist**

### **Trainee process:**

- Bachelor's degree required from an accredited college or university
- Five (5) years to complete the required coursework outlined in the CPS standards
- Supervised by a Certified Prevention Specialist, unless due to unavailability and with board approval, may be supervised by a CCDC II or CCDC III (supervisor must sign off on work experience, have knowledge of prevention, and abide by the Code of Ethical Conduct for Prevention Specialists) and must include a minimum of eight contact hours of supervision each month
- Follows the CBADP adopted Code(s) of Ethics and Codes of Ethical Conduct for Prevention Specialists and for Chemical Dependency Counselors
- Present to the public as a Prevention Specialist Trainee or Chemical Dependency Counselor Trainee if both credentials are recognized; Presents to the public as both or either a Prevention Specialist Trainee or Certified Chemical Dependency Counselor at the certified level if both credentials are present
- Payment of fees

## ***CERTIFIED PREVENTION SPECIALIST (CPS)*** ***(Effective January 1, 2008)***

In order for an application to be accepted for Prevention Specialist certification testing by the CBADP in South Dakota, the applicant must meet minimum qualifying requirements that include but not limited to those listed below:

- (1) Official transcripts for college or university coursework,
- (2) Statement of non-felony or completion of felony sentencing requirements,
- (3) Statement of ethical practice acknowledgement,
- (4) Three professional references,
- (5) Supervisor's recommendation with indication that applicant meets competencies in the prevention domains,
- (6) Work experience documentation and verification,
- (7) Written job description for the current position held,
- (8) Seven hundred fifty (750) documented supervised practical training hours, with a minimum of fifty (50) hours in each of the performance domains, and
- (9) Payment of the required fee.

The following standards were established to ensure a minimum knowledge for the individuals responsible for prevention programming.

### **Education: A Bachelor's Degree from a regionally accredited college or university with three (3) semester hours in each of the following specific specialized education courses:**

- Introduction to the Study of Alcohol Use and Abuse (3 semester hours)
  - Introduction to the Study of Drug Use and Abuse (3 semester hours)
  - Foundations of Alcohol and Other Drug Prevention (or workshop equivalent as approved by the CBADP) (3 semester hours)
  - Theory and Practice of Alcohol and Drug Prevention (3 semester hours)
  - Professional Ethics for the Addiction Professional (3 semester hours)
- (Must include 6 contact hours of Ethics Specific to Prevention)*

Intensive Education Workshop and/or Training that has been pre-approved by the CBADP may fulfill the requirements for the Foundations of Prevention Course at the discretion of the Board. A three (3) semester hour course is the equivalent of 45 contact hours. Applicants must demonstrate training hours to meet the course requirements.

**Examinations:** Must complete all requirements for prevention certification, apply and successfully pass the national written examination for prevention.

**Supervision/Experience Requirements:** A minimum of *750 hours* of practical training experience with a minimum of *50 hours* in each of the five IC&RC/AODA Performance Domains as of January 1, 2008:

**I. Planning and Evaluation:**

1. Assessing community needs.
2. Developing a prevention plan.
3. Selecting strategies to meet the needs of target populations.
4. Applying sound prevention theory and practice.
5. Identifying funding sources.
6. Reviewing evaluation options.
7. Conducting evaluation activities.
8. Documenting project activities and outcomes.
9. Refining the prevention program.

**II. Education and Skill Development:**

1. Tailoring education and skill development.
2. Connecting prevention theory and practice using current research and program models.
3. Maintaining fidelity when replicating research based prevention programs.
4. Developing culturally competent education and training.
5. Conducting education and skill development activities.
6. Educating consumers by providing accurate and appropriate information.
7. Disseminating appropriate information through prevention materials.
8. Providing prevention information to professionals.

**III. Community Organization:**

1. Defining the community through demographics and core values.
2. Identifying key community members.
3. Identifying/engaging community leaders.
4. Identifying needs and resources.
5. Developing a prevention plan through collaboration with members of the community.
6. Supporting the community through technical assistance.
7. Developing the capacity of the community.

**IV. Public and Organizational Policy:**

1. Identifying/informing policy makers.
2. Planning public policy initiatives.
3. Gaining support of decision makers.
4. Establishing a relationship with the media/being a credible resource.
5. Promoting advocacy for prevention.

**V. Professional Growth and Responsibility:**

1. Attaining knowledge of current prevention theory and practice.
2. Networking with colleagues/others in the field.
3. Adhering to legal and professional standards.
4. Recognizing community norms to ensure sensitivity to unique needs.
5. Developing cultural competence.

**Note: Certified Prevention Specialists must have two (2) years of experience before being eligible for reciprocity with another IC&RC/AODA Board.**

Certified Prevention Specialists are required to follow the CBADP Code of Ethics, South Dakota and the Professional Code of Ethical Conduct for Prevention Specialists promulgated by IC&RC/AODA.  
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**ILLUSTRATION OF COURSE AND RELATED EDUCATIONAL REQUIREMENTS for CBADP RECOGNITION OR CERTIFICATION (Effective January 1, 2008)**

Course	Counselor Trainee	Counselor Trainee (BA Level)	CCDC I, II, III Academic Track Required Credit Hours				CCDC I, II, III Experience Track Required Credit Hours				Prevention Specialist Trainee	CPS
			CCDC I	CCDC II	CCDC III		CCDC I	CCDC II	CCDC III			
Introduction to or Study of Alcohol Use and Abuse	3		3	3	3		3	3	3			3
Introduction to or Study of Drug Use and Abuse	(or) 3		3	3	3		3	3	3			3
Foundations of Individual Counseling		3	3	3	3		3	3	3			
Alcohol and Drug Group Counseling	3		3	3	3		3	3	3			
Alcohol and Drug Treatment Continuum				3	3			3	3			
Ethics for the CD Professional	3		3	3	3		3	3	3			3
Counseling Families with Alcohol or Other Drug Issues				3	3			3	3			
CD-specific elective				3	3			3	3			
Cultural Competency or Special Populations				3	3			3	3			
Theories of Prevention												3
Foundations of Prevention												3
Bachelor's Degree		Yes		Yes	Yes						Yes	Yes
Total Required Hours in AoD area	9	3	15	27	27		15	27	27		128	128
Total Hours Required	9	128	64	128	160		15	27	27		128	128

**Note: Counselor Trainees are required to have completed either an introduction to alcohol use and abuse or drug use and abuse course, not both. Note: Vocational or Technical training that is included in the 160 semester hours (4000 hours) for CCDC III must be in a Human Services Area. Any Vocational Technical Training that transferred to an institution that accepted those hours in a degree granting or certification program cannot be given any separate or additional credit towards the 160 hours beyond the transfer credit.**

## **Chapter 3 CLINICAL SUPERVISION AND THE PROCESS OF SUPERVISING**

### **SUPERVISION OF CHEMICAL DEPENDENCY PROFESSIONALS**

#### ***PROFESSIONAL RESPONSIBILITY***

Qualified Clinical Supervisors shall be a Certified Chemical Dependency Counselor II or Certified Chemical Dependency Counselor III, as defined and set forth in this Standards Manual.

Clinical Supervisors should be proficient and competent in the following skills and knowledge:

**Administrative:** The planning, organizing, coordinating, and delegation of tasks related to the organization's clinical functions. This includes selecting and assigning staff and treatment planning and case management.

**Evaluative:** The ability to assess the counselor's skills, experience with and knowledge of the addiction field, social and behavioral sciences, and 12 step philosophy; to clarify performance standards, negotiate objectives for learning, and utilize sanctions properly in order to determine the counselor's strengths and weaknesses.

**Counselor Development:** Promote a career development process with the counselor through the use of mutual planning and assessment, promotion of professional and personal growth, and self-awareness.

The Clinical Supervisor's primary focus is skill development of staff, teaching counselors what staff and Trainees need to know and being able to provide specific services to specific clients. The supervisor focuses on the practical issues of the client-counselor relationship, on how to identify and remediate transference and counter-transference issues, on inter- and intra-personal problems, on treatment, and other related areas germane to the employing agency and to the field.

Clinical Supervisors should actively participate in professional organizations to model and encourage professional involvement. Clinical Supervisors should promote, maintain, and safeguard the best interests of the client and the supervisee by adhering to established codes of ethics in order to encourage high standards of conduct. Clinical Supervisors should pursue their own personal and professional educational opportunities and activities in order to further their own competence and effectiveness.

Clinical Supervisors should strive to maintain or improve personal, physical, and mental health by participating in activities that promote professional effectiveness.

Clinical Supervisors should be adept at recognizing the uniqueness of the individual counselors by gaining knowledge about personalities, cultures, life-styles, personal feelings, and other factors in order to influence the counselor in the process of his/her development.

The Clinical Supervisor should subscribe and uphold the federal, state, local, and agency rules and regulations and other legal and liability guidelines regarding the addiction treatment field by following appropriate procedures in order to protect consumer's rights; recommending new policies and procedures when appropriate.

## **THE PROCESS OF CLINICAL SUPERVISION OF CHEMICAL DEPENDENCY PROFESSIONALS**

Clinical Supervision is defined as an aspect of staff development dealing with the clinical skills and competencies of each staff member. **The structure for clinical supervision is typically face to face, one-to-one and/or group(s) on a regular basis.** The methods used are intensive case review and discussion; utilizing direct observation of a counselor in action via videotape, sitting in on sessions, process recordings, simulations, role playing, etc.; and indirect observation of clinical practice via case presentations, case review, and quality of care reviews. Supervision through the use of email, Internet, video or audio-conferencing and teleconferencing is discouraged and shall not be the primary mode of supervision and shall comprise less than 50% of the total supervision hours.

Clinical supervision is a unique and identifiable educational procedure that enables the counselor to integrate theoretical information, practiced skills and self-knowledge into a personalized, effective counseling style. Clinical supervision should not be confused with therapy, case management, and in-service training.

Clinical supervisors should be engaged in the practice of his/her profession that assures a high level of professional competency and should be qualified to supervise, which assumes the abilities to teach, communicate, and support those receiving supervision.

Clinical supervision responsibilities should be clearly defined by the agency so that the counselor is not overwhelmed by excessive and vague tasks. This allows the counselor and clinical supervisor to negotiate a “contract for learning within the counselor’s duties that sets clear learning objectives and limits to the clinical supervision.” Clinical supervision requires that the roles of clinical supervision and counselor be appropriate to their professional identity. This means the Clinical Supervisor’s level of professional competency should be greater than that of the counselor, giving him/her a role model and a level of competency for which to strive.

Clinical supervisors are required to review and guide the Trainee in the certification process. Clinical Supervisors should also be cognizant of the certification standards to ensure proper supervision and guidance in the certification process. Supervisors shall engage in interactive supervision to the extent that at the time a Trainee applies for certification the Supervisor will have sufficiently addressed deficits (if present) so that a minimally acceptable level of performance in each of the Twelve Core Function areas is verified. If a Trainee has not attained a minimally acceptable level of performance in all core function areas, the Supervisor should not recommend certification. Failure of the Trainee to progress in a timely fashion may result in the inability to become certified at the end of the Trainee Recognition period. Any mark below the minimally acceptable level on the Supervisor Evaluation Form in the certification application will result in a Trainee being denied the opportunity to take the written exam.

Supervisors will be required to document completion of experience and supervision for those under his/her supervision. Clinical Supervisors will be required to sign the 300 hours of supervised practical training form as well as submit a Supervisor Evaluation at the end of a Trainee’s recognition period. After a Trainee achieves 300 hours of supervised practical training within the Twelve Core Functions, the requirement for ongoing supervision remains throughout the entire Trainee recognition period.

Supervisors may be required to assist a Trainee in the preparation of a case study to be submitted in a credentialing application. Supervisors need to review the outline provided to the Trainee. Supervisors need to ensure the accuracy of the case study contents and that all requirements for an acceptable case study have been demonstrated. Supervisors will provide guidance to the Trainee to ensure that acceptable assessment, screening, diagnostic, treatment planning, and discharge planning are demonstrated in the case study.

All experience must be documented and verifiable. Any work experience that is completed in any agency other than an agency accredited or recognized by the South Dakota Division of Alcohol and Drug Abuse or other acceptable licensing authority requires the Trainee to submit an agency brochure and statement of philosophy of the agency to support the Trainee’s documentation of acceptable work experience.

Clinical supervisors shall ensure that each supervisee is familiar with all applicable ethical standards adopted by the Board. Trainees are required to be supervised by a CCDC II or CCDC III throughout the entire time period they have Trainee status. If a Trainee fails a written examination, supervision must continue while the person remains in the Trainee Recognition status.

***For every ten (10) hours of client contact the trainee has, there shall be a minimum of one (1) hour of supervision between the clinical supervisor and trainee. Trainees generally would receive a minimum of two (2) hours per week of clinical supervision. The supervisor shall determine and direct any need for further supervision beyond the eight hours per month requirement. Supervision must include a combination of the following although it is not restricted to just the following:***

1. Case Staffing;
2. Individual Case Supervision;
3. General Clinical Supervision;
4. Consultation, to include other clinical professionals.

A Trainee's work experience must be specific to chemical dependency counseling. Qualifying work experience is defined as supervised work experience, paid or voluntary, working directly with clients who have a diagnosis of alcohol or other drug abuse. A Trainee's work experience may include both direct and indirect Twelve Core Functions. Formal education and unsupervised experience may NOT be substituted for the work experience requirements.

### ***CCDC I Upgrade***

An applicant must complete the upgrade application and pay the upgrade application fees. A CCDC I that wishes to upgrade, will need to demonstrate ongoing supervision from a CCDC II or CCDC III. A CCDC I is not considered an independent practice level and ongoing supervision and consultation within case management is expected. Documentation by a supervisor at the time of a CCDC I upgrade to CCDC II or CCDC III is required, in addition to documentation of the additional required qualifying work experience hours for CCDC II or CCDC III. A CCDC I will also need to document completion of relevant academic requirements corresponding with the level he/she wishes to upgrade to.

***For every ten (10) hours of client contact a CCDC I has, there shall be a minimum of one (1) hour of supervision between the clinical supervisor and CCDC I. The following modes of supervision are appropriate for a CCDC I:***

1. Case Staffing;
2. Individual Case Supervision;
3. General Clinical Supervision;
4. Consultation, to include other clinical professionals.

### ***CCDC II Upgrade***

An applicant must complete the upgrade application and pay the upgrade application fees. A CCDC II that wishes to upgrade will need to demonstrate ongoing supervision from a CCDC II or CCDC III that is approved by the agency that employs the CCDC II that seeks to upgrade. A CCDC II is considered an independent practice and a supervisory level. Ongoing supervision and consultation within case management is expected if the CCDC II wishes to upgrade. Documentation by a supervisor at the time of a CCDC II upgrade to CCDC III is required in addition to documentation of the additional required qualifying work experience hours for CCDC III. A CCDC II will also need to document completion of relevant academic requirements.

***For every ten (10) hours of client contact a CCDC II has, there shall be a minimum of one (1) hour of supervision between the clinical supervisor and CCDC II. The following modes of supervision are appropriate for a CCDC II:***

1. Case Staffing;
2. Individual Case Supervision;
3. General Clinical Supervision;
4. Consultation, to include other clinical professionals;
5. Supervision on the process of providing supervision to CCDC I or Trainees.



# **SUPERVISION OF PREVENTION PROFESSIONALS**

## ***PROFESSIONAL RESPONSIBILITY***

Qualified supervision of Prevention Specialist Trainees (PST's) shall be conducted by a Certified Prevention Specialist (CPS), unless due to unavailability and with **documented** Board approval, the supervisor may be a Certified Chemical Dependency Counselor II or Certified Chemical Dependency Counselor III.

Prevention Supervisors should be proficient and competent in the following skills and knowledge:

**Administrative:** The planning, organizing, coordinating and delegation of tasks related to the organization's provision of prevention services.

**Evaluative:** The ability to assess the prevention professional's skills, experience with and knowledge of each of the five IC&RC/AODA Performance Domains.

**Professional Development:** Promote a career development process through the use of mutual planning and assessment, promotion of professional and personal growth and self awareness.

The Supervisor's primary focus is skill development of staff, teaching prevention professionals and/or Trainees what they need to know to provide quality prevention services. The supervisor focuses on the issues including but not limited to implementation and utilization of needs assessments, community mobilization techniques, provision of educational services and alternative activities, policy development and other environmental strategies, the provision of technical assistance to individuals and communities and the evaluation of all such strategies.

Supervisors should actively participate in professional organizations to model and encourage professional involvement. Supervisors should promote, maintain, and safeguard the best interests of the target populations and the supervisee by adhering to established codes of ethics in order to encourage high standards of conduct. Supervisors should pursue their own personal and professional educational opportunities and activities in order to further their own competence and effectiveness.

Supervisors should strive to maintain or improve personal, physical, and mental health by participating in activities that promote professional effectiveness.

Supervisors should be adept at recognizing the uniqueness of the individual Prevention Professional by gaining knowledge about personalities, cultures, life-styles, personal feelings, and other factors in order to influence the professional in the process of his/her development.

Supervisors should subscribe and uphold the federal, state, local, and agency rules and regulations and other legal and liability guidelines regarding the addiction field by following appropriate procedures in order to protect consumer's rights; recommending new policies and procedures when appropriate.

Supervisors must comply with any applicable Board-adopted code of ethics for the position being supervised. This requires that a CPS that is supervising a PST within a prevention environment, or a CCDC II or CCDC III that supervises a PST, must comply with both the code of ethics for their credentialed position and that of the person they are supervising.

## **THE PROCESS OF CLINICAL SUPERVISION OF PREVENTION PROFESSIONALS**

Supervision is defined as an aspect of staff development dealing with the development of the skills and competencies of each staff member. **The structure for supervision is typically face to face, one-to-one and/or group(s) on a regular basis.** Supervision through the use of email, Internet, video or audio-conferencing and teleconferencing is discouraged and shall not be the primary mode of supervision and shall comprise less than 50% of the total supervision hours.

Supervision is a unique and identifiable educational procedure that enables the prevention professional to integrate theoretical information, practiced skills and self-knowledge into a personalized, effective style.

Supervisors should be engaged in the practice of his/her profession that assures a high level of professional competency and should be qualified to supervise, which assumes the abilities to teach, communicate, and support those receiving supervision.

Supervision responsibilities should be clearly defined by the agency so that the Prevention Professional is not overwhelmed by excessive and vague tasks. This allows the Prevention Professional and the Supervisor to negotiate a “contract for learning within the professional’s duties that sets clear learning objectives and limits to the supervision.” Supervision requires that the roles of Supervisor and Prevention Professional be appropriate to their professional identity. This means the Supervisor’s level of professional competency should be greater than that of the Prevention Professional, giving him/her a role model and a level of competency for which to strive.

Supervisors are required to review and guide the Prevention Specialist Trainee in the certification process. Supervisors should also be cognizant of the certification standards to ensure proper supervision and guidance in the certification process. Supervisors shall engage in interactive supervision to the extent that at the time a Prevention Specialist Trainee applies for certification the Supervisor will have sufficiently addressed deficits (if present) so that a minimally acceptable level of performance in each of the Domain areas is verified. If a Trainee has not attained a minimally acceptable level of performance in all Domain areas, the Supervisor should not recommend certification. Failure of the Trainee to progress in a timely fashion may result in the inability to become certified at the end of the Trainee Recognition period. Any mark below a minimally acceptable level on the Supervisor Evaluation form in the certification application will result in a Trainee being denied the opportunity to take the written exam.

Supervisors will be required to document completion of experience and supervision for those under his/her supervision. Supervisors will be required to sign the Work Experience Verification form as well as the Supervisor Evaluation at the end of a Trainee’s recognition period. After a Trainee achieves the minimum number of hours of practical training experience within the Five Performance Domain Areas (120 hours required through December 31, 2007; 750 hours required effective January 1, 2008), the requirement for ongoing supervision remains throughout the entire Trainee recognition period.

All experience must be documented and verifiable. Any work experience that is completed in any agency other than an agency accredited or recognized by the South Dakota Division of Alcohol and Drug Abuse or other acceptable licensing authority requires the Trainee to submit an agency brochure and statement of philosophy of the agency to support the Trainee’s documentation of acceptable work experience.

Supervisors shall ensure that each supervisee is familiar with all applicable ethical standards adopted by the Board.

Trainees are required to be supervised by a CPS or if due to unavailability and with documented approval by the Board, a CCDC II or CCDC III throughout the entire time period they have Trainee status. If a Trainee fails a written examination, supervision must continue while the person remains in the Trainee Recognition status.

**Trainees generally should receive a minimum of two (2) hours per week of supervision. The supervision of a PST by a CPS, CCDCII or CCDC III must include a minimum of eight contact hours each month. The supervisor shall determine and direct any need for further supervision beyond the eight hours per month requirement.**

Formal education and unsupervised experience may NOT be substituted for the work experience requirements.

## Chapter 4 CERTIFICATION PROCESS

### **CERTIFICATION APPLICATION AND PROCESSING**

Certification is granted for a two-year period. Recertification fees are collected annually. Certification commences on a date following the successful completion of the examination process and upon submission of the required fees. Certification is granted for Chemical Dependency Counselors and Prevention Specialists.

Professionals certified from the date of original certification to the month of their birth, will be able to complete their initial recertification with no evidence of continuing professional training hours. Certified Professionals are required to complete the application, the survey, if requested, and pay the required fees.

The certified professional will then be required to submit the recertification application and recertification survey unless otherwise directed by the Board, documentation and evidence of completion of 40 continuing professional training hours and the required fees every two years in the month of their birth.

The Board issues both certificates and identification cards. **Certificates issued by the Board are intended for public display either in the professional's office or in a place designated by the agency. Certificates are issued upon initial certification and at upgrade levels. Identification cards are issued annually.**

### **APPLICATION PROCESS**

Certification can be applied for at any time when all the requirements are completed. Requests should be made for an "Application-for-certification" packet. A certification packet will be mailed upon receipt of the appropriate application fee. Applications can be submitted at any time throughout the year and are accepted on an ongoing basis for the two testing cycles approved by the Board. Applications must be received prior to the application deadlines of January 1 and July 1 for inclusion in each particular testing cycle. For example, applications received after July 1 will be processed for the January 1 testing cycle. **An applicant will not be approved to take the certification examination while an incomplete application is on file. An application must be complete before final processing.**

The entire application must be completed and submitted by the deadline set by the Board. The application must include the following:

- (1) Official transcripts for college or university coursework,
- (2) Statement of non-felony or completion of felony sentencing requirements,
- (3) Statement of ethical practice acknowledgement,
- (4) Three professional references,
- (5) Supervisor's recommendation with indication that applicant meets competencies in each of the Twelve Core Functions,
- (6) Work experience documentation and verification,
- (7) Written job description for the current position held,
- (8) Three hundred (300) hours of documented supervised practical training in the Twelve Core Functions, with a minimum of ten (10) hours in each core function,
- (9) Submission of a written case presentation (five copies) following the outline provided by the Board, and
- (10) Payment of the required fee.

Upon receipt of the application, the administrative staff will send acknowledgment of receipt and indicate any deficient items within the applicant's portfolio. This review will be done within two weeks of receipt of the application and fees. **The applicant will be given 10 days to provide the deficient items and/or any further documentation needed to complete their portfolio.**

Completed applications are then reviewed for acceptance or denial. Board action can be taken at that time to include a request for re-submission of any item within the portfolio that has not met the standards. The Board may reject the application. The Board may approve the application and accept the candidate for testing. Applicants who are denied for cause, whether in the application or testing stage, shall be notified in writing within 30 days of denial. The reason for the denial shall be provided along with the appeal guidelines. The burden of proof for all requirements rests with the applicant. The Board and/or Administrative Staff are not responsible for gathering information to determine the qualifications or appropriateness of any candidate.

## ***WRITTEN EXAMINATION GUIDELINES***

Once an acceptable portfolio is on file, the applicant will be notified and scheduled for the approved National Written Examination. Applicants will be issued an identification number. Applicants will be provided with a letter informing them of the date, time and place of the examination. Applicants will be required to bring this letter with them to the exam, and will be required to show two forms of personal identification, one of which must include a photo. No person will be allowed in the testing room other than those issued letters of approval and test notification.

Applicants are notified in writing within five (5) days of the Board's receipt of test results from the Test Administrator. The test administrator operates within a 30-day window for dissemination of test results. Individualized reports are provided to the Board and forwarded to the applicant. Applicants passing the written examination will be notified of the scheduled time and place for the Case Presentation Method Oral Interview (CPM).

The passing score for each testing cycle is determined by ICRC/AODA. If a Trainee fails the written examination in the final cycle of the Trainee recognition time frame, the Trainee may request in writing for an extension of time on their Trainee recognition so that two additional testing cycles can be attempted. If the request is approved by the Board applicable fees may be assessed. A CDCT or PST that has completed the five-year recognition period and has not become certified and has not been granted an extension shall wait 24 months before reapplying for certification or recognition. The trainee may not present him/herself as a CDCT or PST during the 24-month waiting period. An applicant may retest during the 24-month waiting period upon the submission of the request to retest and payment of applicable testing fees. Agency and/or South Dakota Division of Alcohol and Drug Abuse and/or other accrediting bodies rules and regulations may apply to the employment and continuation status of the person who failed to achieve certification within the five (5) one-year periods.

**Note: Candidates requesting special accommodations should coordinate with the Board Office. Special accommodation requests need to be accompanied by a health-care provider's documentation of the condition requiring accommodations, which accommodations are recommended and the candidate's request for the accommodation. A recognized health-care provider shall be a licensed physician, psychologist or other health-care provider that is acceptable to the Board and IC&RC/AODA.**

## ***CASE PRESENTATION METHOD ORAL INTERVIEW***

Scheduling for the Case Presentation Method Oral Interview (CPM) is coordinated by the CBADP.

The CPM Interview is a copyrighted examination system of the International Certification and Reciprocity Consortium (IC&RC/AODA) and uses a scripted format for the interview. The applicant or candidate for certification is asked one question in each of the Twelve Core Functions. The applicant is provided with the questions that will be asked during their interview and the core function/global criteria for the interview. No other materials can be used during the interview.

During the interview the CPM Evaluators independently rate the candidate in each of the core functions according to the specific global criteria. Applicants are responsible for the demonstration of competence and professional application of knowledge and skills. Verbatim repetition or recitation of definitions of the Twelve Core Functions does not demonstrate competence and is grounds for failure.

CPM evaluator's score sheets are collected by the examination proctor and returned to the Board office where a determination of the achieved score for the applicant is completed using the formula provided by the IC&RC/AODA office. Applicants must achieve an appropriate passing score to successfully pass the CPM Oral Interview (76%).

Applicants successfully completing the CPM Oral Interview are notified in writing. An applicant is granted certification after the Board receives all appropriate fees and after the final verification of all requirements. Fees must be paid within sixty days upon notification of successful completion of requirements.

## ***FAILURE OF CASE PRESENTATION METHOD ORAL INTERVIEW***

In the event a candidate fails the oral interview, notification will be provided to the candidate indicating which core functions were identified by at least one evaluator as not being successfully demonstrated. The applicant may need further supervision and/or education and/or experience in preparing for the next oral examination in the identified core functions.

Applicants cannot appeal the CPM Oral Interview simply because they failed the process. Appeals must be based on the Certification Boards deviation of IC&RC/AODA guidelines for the administration of the examination and CPM evaluator deviation from the scripted system.

**Note: Tapes are reviewed for quality assurance to the process only. Content review is not allowed by IC&RC/AODA.**

## ***NOTIFICATION OF WRITTEN AND ORAL TESTING OUTCOMES***

Applicants who participated in the written examinations are notified in writing within 5 days of the Board's receipt of test results from the IC&RC/AODA Test Administrator. IC&RC/AODA operates within a 30-day window for dissemination of written examination results. Applicants passing the written examination will be notified of the scheduled time and place for the Case Presentation Method Oral Interview (CPM).

Applicants who participated in the CPM Oral Interview are notified within 5 days of the Board's completion of the oral interview process for the testing cycle. Results of the CPM examination will be mailed only to the candidate.

## ***RETESTING***

Applicants or candidates for certification can retest in either the written or oral examinations during the next immediate testing cycle by submitting a letter of intent to retest and payment of the required re-testing fees. Applicants are only required to retest in the portion of the process they have failed.

Applicants failing the oral interview are required to submit a letter of intent to retest and the applicable fee by the application deadlines, January 1 and July 1 of the current year. Oral examinations are given only after the written exam is passed.

Applicants failing the oral interview are required to submit a letter of intent to retest and the applicable fee by the application deadlines, January 1 and July 1 of the current year.

Applicants must complete a new application packet and reapply for testing in the event they have not successfully passed after their fourth cycle.

Applicants with failures of four (4) times are strongly encouraged to repeat coursework in those areas of failure. The Board recognizes that some applicants failing either the oral or written examinations for a minimum of four (4) times may need to be evaluated for a learning or cognitive condition, medical condition or reading and comprehension condition that may adversely effect their ability to succeed without receiving accommodations. If a trainee fails the written examination in the final cycle of the trainee recognition time frame, he/she may send a written request to the Board for an extension of his/her trainee recognition so that two (2) additional testing cycles can be attempted for the written examination. A similar amount of time will be provided for trainees that fail the oral examination. Fees relevant to the extension are assessed.

## ***CERTIFICATION AND UPGRADES***

Applicants for certification are encouraged to apply directly for the level for which they qualify. All application and testing procedures are the same for all levels of counselor certification and simply require the additional documentation and verification of education and work experience in the application portfolio process. There may, however, be instances or circumstances where counselors desire to upgrade their certification while simultaneously applying for certification, e.g. a CDCT applying for a CCDC II may have completed final requirements for CCDC III. A written request to the Board is needed for approval to the higher level.

Counselors who gained certification as a CCDC I or CCDC II via reciprocity may apply for an upgrade with a new application portfolio documenting completion of the additional education, supervision, and experience requirements for CCDC II or CCDC III certification. Those individuals are exempt from having to retake the written and oral examinations if there is documentation of having successfully completed the written and oral examination process.

An applicant that applies to test for CCDC I or CCDC II and is eligible for CCDC II or CCDC III respectively shall notify the Board prior to the time of Oral Examinations that they have met the requirements for a level higher than their application level. A nominal administrative fee may be charged. The Board must receive upgrade applications and fees before a certificate will be issued.

## ***RECERTIFICATION & TRAINEE RENEWAL***

Recertification is the ongoing process of applying for continuation of certification. Recertification requires timely submission of the completed recertification application, which shall include the following:

- (1) Continuing education and training report form,
- (2) Statement signed by the practitioner of compliance with Board adopted ethics and standards of practice,
- (3) Documentation of professional training,
- (4) Statement of non-felony or completion of felony sentencing requirements,
- (5) Completion of an annual Board survey, if required by the Board, and
- (6) Payment of required fee.

The application for recertification must be completed and received at the Board office by the last day of the month of the professional's birth every two (2) years.

There will be no required continuing professional training hours from the date of initial certification to the month of the applicant's birth. Professionals at the time of initial recertification are required to complete the application, an annual Board survey, if required by the Board, and pay the required fees.

Certified professionals will then submit the recertification application, recertification survey if required by the Board, documentation and evidence of completion of forty (40) continuing professional training hours and the required fees every two (2) years, unless the professional is dually certified, where (60) continuing professional training hours are required.

Recertification applications are mailed from the Administrative Office to all certified professionals one month prior to the month of their birth.

Recertification fees are to be paid in one installment of \$150.00 for the twelve-month recertification cycle. Fees are to be paid in one installment of \$225.00 for persons with dual credentials. A \$50.00 fee will be applied if a person does not submit all recertification information together, including the completed application, documentation and proof of continuing professional training, recertification fees and the survey, by the last day of the month of the professional's birth.

Trainee renewal is the process of applying for continuation of trainee recognition status. Trainee renewal requires the timely submission of the renewal application, which shall include the following:

- (1) Documentation of supervision,
- (2) Supervisor's signed statement of compliance with Board adopted ethics and standards of practice,
- (3) Statement signed by the trainee of compliance with Board adopted ethics and standards of practice,
- (4) Statement of non-felony or completion of felony sentencing requirements,
- (5) Continuing education and training report form, and
- (6) Payment of required fee.

Trainee renewal applications are mailed from the Administrative Office to all recognized Chemical Dependency Counselor Trainees and Prevention Specialist Trainees one month prior to the month of their birth.

The application for continued recognition must be completed and received at the Board office by the last day of the month of the professional's birth every year.

## ***FAILURE TO RENEW***

All continuing professional training hours must be completed within the appropriate and corresponding certification or trainee recognition period. Failure to complete the recertification requirements, and any assessed penalties, will result in the loss of the individual's certification or trainee recognition. Any person who allows their certification or trainee status to lapse will be required to meet the *current* certification or trainee recognition standards and criteria in order to regain certification or recognition. In addition, they will be required to complete an application for certification or trainee recognition, pay the required fees, and complete the examination process (if seeking counselor certification).

A Professional who experiences circumstances that prevent them from being able to renew their application needs to notify the Board, in writing, of the circumstances related to their inability to renew. Options that will allow continued certification or recognition may be available to the applicant if pre-approved by the Board.

## Chapter 5 CONTINUING PROFESSIONAL TRAINING

### **CONTINUING PROFESSIONAL TRAINING REQUIREMENTS**

Certified Professionals must obtain forty (40) hours of continuing professional training during the two-year recertification cycle. Dually credentialed professionals must obtain sixty (60) hours of continuing professional training during the two-year certification period to qualify for recertification. A practitioner renewing CCDC I, CCDC II, CCDC III or CPS certification and is also renewing for recognition as a CDCT or PST, shall complete at least fifty (50) contact hours of approved continuing professional training. These hours shall be submitted to the Board every two (2) years.

Effective January 1, 2008, a practitioner renewing CDCT or PST recognition shall obtain ten (10) hours per year of approved continuing professional training. Only five (5) of those hours may be provided by the trainee's employer. These hours shall be submitted to the Board every two (2) years.

Certified professionals are responsible for maintaining their own certification and documentation in an acceptable format and for completion of all requirements. The burden of proof lies with the certified individual. The Board Office does not maintain an individual's continuing professional training hours nor will the office seek to verify attendance at any training event. **A maximum of 10% of the applicants for each monthly recertification process will be audited.**

Continuing Professional Training means training gained from participation in approved lectures, seminars or college/university courses considered relevant to the alcohol and drug abuse and counseling profession. This includes the areas of prevention, treatment, counseling and the administration of programs to improve professional skills and upgrade the standards of all alcohol and drug abuse professionals.

Agency sponsored training events, formerly known as "in-service training," can account for 50% of the required continuing professional training hours. A maximum of 50% of required Continuing Professional Training hours can be from Internet or other on-line education (separate from college-credit earned on-line).

#### **The following guidelines apply to continuing professional training:**

- All continuing professional training hours that are not on the approved list maintained by the Board must be approved within thirty (30) days of attendance by the South Dakota CBADP. A Request for Approval Form must be completed and provided to the office with a copy of the brochure, agenda, syllabus, etc., for any training event.
- Continuing professional training is measured in units of "clock hours." A clock hour is a continuous fifty-minute period. Time devoted to mealtimes, breaks, exercise, meditation, etc., will not be considered or included when awarding continuing professional training hours.
- Continuing Professional Training must be obtained within the time frame of each certification period.
- Continuing Professional Training hours are not cumulative. Additional hours earned during one recertification period can not be carried to the next recertification period.
- The Board may grant extensions or exemptions of the continuing professional training hours for reasons of health, military service, or other good causes. Professionals needing extensions or exemptions are required to submit a written request prior to the date of recertification. Board exemptions may affect an individual's ability to achieve reciprocity.

#### **The hours can be obtained in a combination and variety of ways to include:**

- Chemical dependency and prevention courses, workshops, seminars or trainings.
- Counseling related courses, workshops, seminars or trainings.
- In-service training (educational training events which occur within the professional's agency, for agency staff, and conducted by agency staff). A training agenda shall be in the Professional or Trainee's file at their place of employment.
- Teaching and/or Training in the Counselor Core Functions
- CPM Evaluation

The practitioner is responsible for financing the costs of continuing professional training.



Continuing Professional Training through approved organizations or sponsors or through other agencies, sponsors or individual's that provide Continuing Professional Training must complete a Continuing Professional Training / Continuing Education Approval Form and pay the South Dakota CBADP the required fee.

The Board shall maintain and make available to practitioners a list of courses for continuing professional training approved by the Board.

## ***TEACHING AND TRAINING HOURS FOR FACILITATORS***

Hours can be obtained through education and training provided by Certified Professionals to other professionals on alcohol and drug related topics. The number of hours awarded will be equal to the number of contact hours spent in the actual teaching/training time and will be limited to no more than fifteen (15) hours if singly credentialed, and twenty (20) hours if dually credentialed of the Continuing Professional Training requirements within the reporting period. The following guidelines apply:

- Training must be accredited trainings as designated by an accredited post-secondary educational institution for which college credit is issued.
  - All training events not on the approved provider list must be approved within thirty days of the event.
  - All training must be completed within the reporting period.
  - An instructor can receive credit for teaching or training one time per course/workshop/training activity within a three year period.
  - Patient lectures or public education lectures (i.e., those offered to schools or to public service groups) cannot be used to meet the teaching/training requirement.
  - CPM Evaluators are awarded hours for their participation in Certification Board CPM Evaluations.
- Hours are also awarded for participation in refresher training or training events.

## ***DOCUMENTATION OF CONTINUING PROFESSIONAL TRAINING***

Certified Professionals must maintain acceptable documentation of attendance and completion of training events. The Continuing Professional Training /Training Report Form must be submitted with the recertification application, recertification fees, and the CBADP Survey if requested by the Board.

A supervisor or agency representative (Clinical Director, Human Resources, Agency Director, etc.) must sign a Trainee's Continuing Professional Training /Training Report Form if the Trainee is audited.

The recertification application will not be considered complete unless all parts of the application with supporting documents are included. A late fee will be charged if the complete recertification or trainee renewal application is not submitted by the last day of the month of the applicant's birth.

Certificates of attendance, letters, rosters, transcripts, etc., should be made available to attendees by the sponsoring agency or college/university.

Professionals should claim only the number of hours of actual attendance for workshops and trainings that they attended.

The CBADP approves the educational events as acceptable for use by Certified Professionals; the office and/or Certification Board does not grant or issue the actual credit, or continuing professional training hours, unless the training is given or directly sponsored by the Board.

## ***BOARD POLICY ON CONTINUING PROFESSIONAL TRAINING AUDIT***

A maximum of 10% of the Certified Professionals and Trainees will be audited on a monthly basis. If audited, the burden of proof to demonstrate adequate Continuing Professional Training is with the professional, the Trainee and supervisor when applicable.

### **Audits will be conducted in the following manner:**

- a. The Board will notify each professional that has been randomly selected for audit and will provide that professional with a copy of their Continuing Professional Training /Continuing Education Report Form.
- b. The Board will ask that the professional send a copy of the Continuing Professional Training documentation to the Board.
- c. The Administrative Office will review the documentation and verify the professional's Continuing Professional Training report with the supporting documentation.
- d. If there is a discrepancy, the Board will seek further information from the Professional.
- e. If there is a discrepancy with a Trainee's Continuing Professional Training, the Board may seek further information from the Supervisor and/or Agency Director.
- f. False documentation will be cause for a referral to the Ethics Committee.
- g. A minimum of four (4) audits per month will be conducted.

## **Chapter 6 RETIREMENT STATUS, INACTIVE STATUS, MILITARY ACTIVATION**

### **RETIREMENT STATUS**

Certified professionals, in good standing, who are age 62 or older; and/or any person who may be disabled, either permanently or temporarily, are eligible to apply for retirement status.

Retirement status requires only half of the required educational hours and fees to maintain certification. Retirement status must be applied for at the time of application for recertification and applicants must currently be unemployed or employed in the profession on a part-time basis (20 hours per week or less).

Certified Professionals with a permanent or temporary disability requesting the status must provide a statement from a licensed physician, psychiatrist or psychologist or other certified or licensed professional documenting the disability, course of treatment and anticipated outcome for the individual's physical and/or mental health.

Certified Professionals in retirement status working 50% of the time or less must meet the 50% of the current IC&RC/AODA Continuing Professional Training requirement and will pay 50% of the current CBADP recertification fees.

Individuals granted Retirement Status are not eligible for reciprocity.

### **INACTIVE STATUS**

Certified professionals, in good standing, may elect to put their certification on inactive status. Inactive status allows the professional to maintain their certification by payment of the fees and requires no Continuing Professional Training. Professionals may not actively practice in the field while on inactive status.

Certification can be reactivated at any time by documenting proof of the number of continuing professional training hours related to the time frame the certification was placed in the inactive status. A maximum of 40 hours of Continuing Professional Training is required unless dually certified and both certificates were placed in an inactive status. A professional that was dually credentialed will be required to document a maximum of 60 hours of Continuing Professional training at the time of activation.

Trainee Recognition can be placed in an inactive status for a maximum of three years or 36 months total time. A trainee renewal application is required to reactivate Trainee Recognition. A \$100 reactivation fee is required. Unemployment is considered to be the main factor for Trainee Recognition to be placed in an inactive status. There is no provision for refund of Trainee Recognition fees if placed in an inactive status.

For military activation, the certificate will be held in an inactive status, no reactivation fee and no Continuing Professional Training hours are required unless the person is working as a military substance abuse specialist or other related addictions counselor.

## **MILITARY ACTIVATIONS & CERTIFICATION STATUS**

The CBADP recognizes the importance of service in the military. In the event of a “call-up” or activation, the Board policy will attempt to accommodate the individual that is activated and within reason the employment site of that individual.

For certified individuals, the certificate will remain in place. For persons with recognition as a Trainee, the reissue of the Trainee status will take place upon request. In general, there will be no lapse of certificate or trainee status upon the return of a person from an active duty military or reserve military activation.

If a disability is indicated upon a person’s return from active duty, the certificate will be held in abeyance until the individual is cleared to return to work.

Fees will cease at the time of call-up or a reasonable time before call-up. The Board recognizes that an actual report date and date of notification are often different from the actual date a reservist or active duty professional is no longer working at their civilian job site or in their chemical dependency or prevention standing. When there is an activation and the person returns to employment in the field, the Board will allow reasonable time if the professional opts not to return to immediate employment. On a case-by-case basis, if an activated individual decides not to reenter the profession, the Board will review the case and consider a refund if appropriate and within policy.

In the event an activated individual returns from duty to a work site that is no longer available (site closes, there is a reduction in force, or other cause outside of the activated individual’s control), the Board will consider case-by-case how to approach fees, Continuing Professional Training, and related concerns.

Continuing Professional Training requirements will be in place; however, the Board on a case by case basis may identify a need to offset total hours of Continuing Professional Training required by the months/days activated or some other manner that seems appropriate for the particular reservist or active duty personnel. For military activation, the certificate will be held in an inactive status, no reactivation fee and no Continuing Professional Training hours are required unless the person is working as a military substance abuse specialist or other related addictions counselor.

Reasonable consideration will be given in regard to applicants for testing, CPM examinations, etc. if the call-up returns close to deadlines for testing.

On a case-by-case basis, the Board may consider other actions as it deems appropriate.

It is the Professional’s responsibility at the time of activation and deactivation to notify the Board of his or her current status. That notification can be made by a person designated by the Professional.

## Chapter 7 RECIPROCITY AND CODES OF ETHICS

### **THE INTERNATIONAL CERTIFICATION RECIPROCITY CONSORTIUM (IC&RC/AODA) & INTERNATIONAL CERTIFICATES**

*The South Dakota Certification Board for Alcohol and Drug Professionals* is a member of the International Certification Reciprocity Consortium (IC&RC/AODA). IC&RC/AODA is a voluntary membership organization comprised of Certifying Authorities in the United States, Canada, Sweden, Germany, Bermuda, World Federation of Therapeutic Communities (WFTC), Malaysia, Singapore, Puerto Rico, United Kingdom, U.S. Administrative Office of the Courts (AOC), Greece, Guam, Indian Health Services, the U.S. Navy, and the U.S. Air Force. Organizations are approved or removed by IC&RC.

The IC&RC/AODA member bodies must adhere to national standards for initial certification and recertification requirements. A member body can utilize or implement individual requirements that are greater than but not less than IC&RC's minimal standards for initial certification or recertification. Every member organization is entitled to appoint two delegates to serve on the IC&RC/AODA Board of Directors. Delegates are actively involved in the governance of the IC&RC/AODA and standard setting and review.

#### **The minimal national standards for AODA Counselors are:**

**Education:** 270 clock hours of education in alcohol and drug related trainings.  
**Experience:** 6000 hours of qualifying work experience.  
**Practicum:** 300 hours of supervised practical training in the Twelve Core Functions.  
**Ethics:** A minimum of six (6) hours of education in Professional Responsibilities and Professional Ethics. Adherence to professional code of ethics.  
**National Exams:** All member boards must use the national written and oral examinations.  
**Recertification:** 40 hours of continuing professional training every two (2) years.

#### **The minimal national standards for Prevention Specialists are:**

**Education:** 100 contact hours of prevention specific education, with fifty (50) hours of this education being specific ATOD training.  
**Experience:** 2000 hours of Alcohol, Tobacco and Other Drug (ATOD) prevention related experience.  
**Practicum:** 120 hours of supervised practical training in the Five Performance Domains.  
**Ethics:** Adherence to professional code of ethics.  
**National Exams:** Applicant must pass the IC&RC/AODA International Written Prevention Specialist Exam.  
**Recertification:** 40 hours of continuing professional training every two (2) years.

Alcohol and Drug Counselors and Prevention Specialists meeting the standards and successfully completing the national examinations are granted certification by member bodies and are eligible for reciprocity through the IC&RC/AODA.

South Dakota Counselors Certified at a CCDC II or CCDC III and Certified Prevention Specialists may apply for reciprocity. **Individuals certified as a CCDC II under the Academic track and CPS's must have two (2) years experience before being eligible for reciprocity with another IC&RC/AODA Board.**

Applications for reciprocity can be obtained from the Board office. Certified Professionals should seek guidance on the process and their eligibility from the state or member body from which they are credentialed.

Certified professionals must submit the application for reciprocity and a copy of their current certification status with the assessed fees directly to the IC&RC/AODA office. The address is indicated on the Reciprocity Application.

A full listing of IC&RC/AODA member bodies can be obtained from the Board office or by visiting their website at: [www.icrcaoda.org](http://www.icrcaoda.org)

## ***INTERNATIONAL CERTIFICATES***

Professionals certified at a reciprocal level are eligible to receive the IC&RC/AODA National Certificate. The certificate is issued to coincide with the professional's state certification dates and is renewable when the professional recertifies.

The certificates are recognition of the professional's achievements of national standards. Applications can be obtained for the certificate through the Board office. The IC&RC/AODA certificate is suitable for framing and public presentation but is not required by the Board for public display.

## **PROFESSIONAL CODE OF ETHICS FOR CERTIFIED PROFESSIONALS AND TRAINEES**

The Board promulgates and publishes Codes of Ethics related to the practice of Prevention and Chemical Dependency Counseling. The Professional Code of Ethics applies equally to Certified Chemical Dependency Counselors, Chemical Dependency Counselor Trainees, Certified Prevention Specialists, Prevention Specialist Trainees, Interns, and individuals in the process of applying for certification or recognition, regardless of whether or not there is a previous history of personal use of alcohol and/or other drugs.

A subcommittee of the Board, The Ethics Committee, investigates alleged violations of the Codes of Ethics or statutory violations. The CBADP Chair serves as an ex-officio of the Ethics Committee.

CBADP Codes include the following:

### **1. CBADP CODE OF ETHICS / SOUTH DAKOTA AND CBADP STANDARDS OF PRACTICE**

### **2. PROFESSIONAL CODE OF ETHICAL CONDUCT FOR PREVENTION SPECIALISTS**

### **3. PROFESSIONAL CODE OF ETHICS FOR CERTIFIED PROFESSIONALS (IC&RC)**

The CBADP believes that all people have rights and responsibilities through every stage of human development. The goal of the various Codes is to provide a framework that guides alcohol and drug abuse professionals to treat individuals, communities, and groups with the dignity, honor, respect and reverence that are fitting to those that receive services.

This CBADP directive are derived from the above ethical principals and entitles human beings to the physical, social, psychological, spiritual and emotional care necessary to meet individual needs in their learning, recovery and rehabilitation process. All Certified Professionals, Trainees, and Interns have a responsibility to adhere to the following guiding principles within their scope of practice and as a Code of ethical behavior.

## **Professional Code of Ethics For Certified Professionals (IC&RC)**

1. That I have a total commitment to provide the highest quality of care for those people who seek my professional services.
2. That I will dedicate myself to the best interests of clients and to assist them to help themselves.
3. That at all times, I shall maintain a professional relationship with clients.
4. That I will be willing, when I recognize that it is in the best interest of the clients, to release or refer them to another program or individual.
5. That I shall adhere to the laws of confidentiality and professional responsibility of all records, materials and knowledge concerning clients.
6. That I shall not in any way discriminate against clients or professionals.
7. That I shall respect the rights and views of other professionals and clients.
8. That I shall maintain respect for institutional policies and management functions within agencies and institutions, but I shall take the initiative toward improving such policies if it will best serve the interest of clients.
9. That I have a commitment to assess my own personal strengths, limitations, biases and effectiveness on a continuing basis; that I shall continuously strive for self-improvement and professional growth through further education and/or training.
10. That I have a responsibility for appropriate behavior in all areas of my professional and private life, and to provide a positive role model especially in regard to the personal use of alcohol or other drugs.
11. That I have a responsibility to myself, my clients, and other associates to maintain my physical and mental health.
12. That I respect the clients' right to worship or not, according to their conscience and beliefs and that I will not impose my own beliefs, values, or standards upon them.
13. That I have a professional responsibility to understand and appreciate different cultures for persons who are or may be in my care or are recipients of my professional services. I will demonstrate sensitivity to cultural differences in my professional practices.
14. That I have regard for any individual's needs and rights to equal protection and due process under the laws of the State of South Dakota.

Private conduct is a personal matter, except when such conduct compromises the fulfillment of professional responsibilities or may endanger the health or safety of clients who are or may be under the professional's care.

As a professional, there is a responsibility to take actions that may include a requirement to report, whether obvious or perceived, ethical violations or concerns related to other professionals or persons representing themselves in the profession or in activities that are within the Board's cognizance. If there is a known violation of a Code of Ethics under the cognizance of the Board, Certified Professionals, Trainees, and Interns will follow the process of resolution of ethical violations as outlined in the various CBADP Code of Ethics.

Any violation of the principles will be grounds for disciplinary action and sanctions by the South Dakota Certification Board for Alcohol and Drug Professionals.

## **PROFESSIONAL CODE OF ETHICAL CONDUCT FOR PREVENTION SPECIALISTS**

The practice of alcohol, tobacco and other drug prevention is based on shared knowledge, skills and values. The following ethical standards shall govern the professional's daily involvement in prevention activities and emphasize the professional concern for the rights and interests of the recipients of services. Certified Prevention Specialists, Certified Chemical Dependency Counselor II or Chemical Dependency Counselor III that supervise Prevention Specialist Trainees will adhere to the Prevention Specialist Code of Ethical Conduct. It is expected that all Certified Professionals and Trainees if providing prevention services, including those of research based prevention activities, will follow all recognized Codes of Ethics under the cognizance of the Board.

### ***RESPONSIBILITIES***

Prevention Specialists have a responsibility to maintain objectivity, integrity and the highest standards in delivering prevention services.

1. Prevention Specialists shall operate at the highest level of honesty and professionalism and will strive to deliver high quality services, holding the best interest of the public first.
2. Prevention Specialists shall recognize their primary obligation to promote the health and well-being of individuals, families and communities in order to prevent chemical abuse and dependency.
3. Prevention Specialists shall recognize their personal competence and not operate beyond their skill or training level and be willing to refer to another individual or program when appropriate.
4. Prevention Specialists shall be committed to upgrading their knowledge and skills through ongoing education and training.
5. Prevention Specialists have a responsibility to understand and appreciate different cultures and will demonstrate sensitivity to cultural differences in professional practices.

### ***PERSONAL CONDUCT AND PROFESSIONAL COMPETENCY***

Prevention Specialists shall have a responsibility to model and promote a healthy life-style and well being by low risk or no use of alcohol, tobacco and/or other mood-altering chemicals. In addition, Prevention Specialists have a responsibility to maintain sound mental health to prevent the impairment of professional judgment and performance.

### ***PUBLIC WELFARE***

Prevention Specialists will maintain an objective, non-possessive relationship with those they serve and not exploit them sexually, financially, or emotionally.

### ***PROFESSIONAL PUBLICATIONS AND PUBLIC STATEMENTS***

Prevention Specialists will respect the limits of present knowledge and shall assign credit to all who have contributed to published materials, professional papers, videos/films, pamphlets or books.



## ***PUBLIC POLICY TO MAINTAIN AND IMPROVE ATOD CONTINUUM OF CARE***

Prevention Specialists will take the initiative to support, promote and improve the delivery of high quality services in the professional continuum of care (prevention, intervention, treatment and aftercare) including those venues that are not traditionally considered prevention activities.

The Prevention Specialist will uphold and promote the integrity of the profession by adhering to and reporting violations of the Code of Ethical Conduct. Violations of the principles will be grounds for disciplinary action and sanctions.

## ***CBADP CODE OF ETHICS / SOUTH DAKOTA AND CBADP STANDARDS OF PRACTICE***

Substance Abuse Professionals will adhere to the CBADP Code of Ethics /South Dakota and the CBADP Standards of Practice identified in the following eight (8) areas:

Resolving Ethical Issues

The Relationship between the CD Professional and Client/Consumer

Confidentiality

Professional Responsibility

Relationships With Employers/Employees

Relationships With Other Professionals

Evaluation, Assessment, and Interpretation

Research and Publication

## Chapter 8 ETHICAL COMPLAINT PROCEDURES

### **FILING THE COMPLAINT**

Complaints against Certified Professionals, Trainees or those seeking certification shall be made through a formal procedure described herein. Disciplinary action may also be initiated by a majority vote of the Board of Directors of the South Dakota Certification Board for Alcohol and Drug Professionals. The Administrative Officer with consultation of the Board Chair may initiate complaints based on information presented to the Board by an applicant or supervisor during the course of the certification, recertification, upgrade or recognition application process.

All complaints must be in writing and include the full name and address of the complainant. The complaint should outline the facts, which clearly and accurately describe the allegations against the respondent.

All complaints other than those generated by the Board or Administrative Officer should be sent by first class mail to:

**CBADP Administrative Office  
3101 W. 41<sup>st</sup> Street  
Suite 205  
Sioux Falls, SD 57105.**

Upon receipt of a formal written complaint, the Administrative Officer will forward the complaint to the Ethics Committee for review and consideration if the complainant is identified as an individual under the cognizance of the Board. The Ethics Committee shall operate under the authority of the Certification Board Policies and Procedures as outlined in the effective South Dakota CBADP Standards Manual (including changes approved by the Board) and/or statutory regulations and/or rules and/or Policies and Procedures Manual.

Committee members who have a conflict of interest will disqualify themselves from participating in a disciplinary procedure or appeal and may do so without comment. **The following relationships may constitute a conflict of interest:**

- Past or present family or "significant other."
- Past working relationship within the same agency or presently employed by the same agency.
- A present or former client or recipient of professional services.
- Any other special circumstances that may make objectivity difficult.

Upon receipt and review of the complaint, the CBADP Ethics Committee will determine whether or not the complaint warrants investigation. The committee may, in its sole discretion, dismiss the complaint for any reason. If the Committee finds that the complaint has no merit, the complainant shall be notified in writing of the decision.

Communication from the Board office will be accomplished through registered and/or certified mail.

**The committee may:**

- Ask for further information or clarification from the complainant
- Review and investigate alleged acts or omissions that the committee believes constitute cause for disciplinary sanctions
- Forward a copy of the complaint to the respondent and ask the respondent to reply to the complaint in written form
- Move to a hearing

Upon review of all information and pertinent documentation, the Ethics Committee may schedule a hearing to receive and review testimony, evidence and question the complainant(s), the respondent(s), and witnesses.

The Board may use its own staff or employ Certified Chemical Dependency Counselors, Certified Prevention Specialists, agents, or investigators to assist in the enforcement of any violation of the codes or of the statute designating the Board or any rule promulgated by the Board. Any person violating the provisions of the statute may be enjoined from further violations by an action brought by the state's attorney of the county where the violations occurred or by an action brought by any citizen in the state. The Board, the Attorney General or the relevant state's attorney may apply to the circuit court for the county in which a violation is alleged to have occurred for an order enjoining or restraining the commission or continuance of the acts.

The Board may authorize a hearing examiner to conduct the hearing required to determine a violation of this Act.

## **THE ETHICS HEARING**

If a hearing is set, notification of the date, time and place of the hearing will be provided to all parties. A copy of the formal written complaint will be provided to the respondent. The respondent will be asked to submit a written statement outlining their responses to the allegations or conduct being complained about. The respondent will provide this written response to the Administrative Office at least seven days prior to the date of the hearing. The respondent will be notified that failure to respond in writing within the specified time frame will constitute an admission to the allegations and all stated rights and other due process would be forfeited if not exercised in a timely manner. The respondent's written statement will be provided to the complainant(s) when appropriate.

The Board reserves the right to dismiss the complaint at any time and upon review of all information and materials.

All parties will be provided with the policies and procedures and guidelines of the hearing process. The ethics complaint process is an adversarial proceeding with all parties having the right to be represented by an attorney. A formal record or transcription is not made of the hearing process. Parties wishing to have a transcript of the proceeding must request and pay for a court reporter at their own expense. The Board office must be notified in advance of the hearing that a party will provide a court reporter.

The hearings shall take place at a location and time established by the committee with all parties required to be present. Failure by certified professionals, counselor trainee, or those applying for certification to appear will constitute a violation of the professional code of ethics. Written notification of the date, place and time of the hearing must be provided to all parties at least 10 days prior to the scheduled hearing date.

Opportunity shall be given to all parties to be present and respond to evidence and testimony; to examine and cross examine all witnesses and evidence and present information and evidence in support of their interests. The South Dakota CBADP Ethics Committee shall not be bound by common law or statutory rules of evidence but may consider all evidence having reasonable probative value.

It is the responsibility of all parties involved to see that witnesses and evidence are available for the scheduled hearings. The Certification Board does not have subpoena power or authority to seize records. The burden of proof of any and all allegation lies with the complainant(s).

No discovery from South Dakota CBADP files shall be permitted, and no access to the South Dakota CBADP files will be allowed for either the complainant or respondent. There shall be no contact with any of the Ethics Committee members, or other board member, by the complainant, the respondent, or their representative prior to the hearing for the purposes of discussing the case.

The Administrative Officer or Chair will provide the complainant with information about procedures and policies if so requested.

The members of the Ethics Committee will hear testimony, review evidence and have the opportunity to ask questions to obtain information necessary to make an accurate determination of the facts of the case. All deliberations of the committee are held in closed session.

Within thirty days upon completion of the hearing, the committee shall present the facts of the case and make recommendations to the full Board. The Board will then submit a decision for the disposition of the case, including the facts upon which the decision is based to all parties involved.

Decision of the Board may be appealed either by the complainant or the respondent in accordance with SDCL 1-26.

## **GROUNDS FOR DISCIPLINE**

Any violation of the professional codes of ethics or grounds of discipline may result in the denial, revocation, or disciplinary sanctions as outlined by the South Dakota CBADP Standards Manual and policies and procedures. A majority of the South Dakota CBADP Board of Directors may initiate a disciplinary action or demand an examination by a competent, licensed medical or psychological professional, selected by the Board at the Board's expense, against a Trainee, Certified Professional, or person in the process of applying for certification/recertification, when there is reason to believe the physical or mental condition of the individual may endanger the health or safety of clients who are, or may become, involved in receiving professional services from the Trainee, Certified Professional or person in the process of applying for certification, recertification or trainee recognition.

### **The grounds for discipline include:**

1. Participating in, condoning or being an accessory to dishonesty, fraud, deceit or misrepresentation in the procurement of certification or maintenance of certification; including misrepresentation on your own or another's application and providing intentional false or misleading statements or missions.
2. Misrepresentation of professional qualifications, certifications, accreditation, affiliations and employment experiences.
3. Participation in any illegal acts, to include, but not limited to:
  - a. Violation of federal or state discrimination statutes.
  - b. Violation of federal or state confidentiality statutes.
  - c. An act that resulting in being convicted or pleading guilty or nolo-contendere (no-contest) before a court in this state or any other state, or before any federal court for any offense punishable as a Class I misdemeanor or felony or like sanction. A Class I misdemeanor or felony offense shall mean any offense which constitutes a Class I misdemeanor or felony under the laws of the state where the offense was committed, whether alcohol or other drug related or not.
  - d. An act resulting in being convicted or pleading guilty or nolo-contendere (no-contest) before a court in this or any other state, or before any federal court, of any offense involving crimes of moral turpitude, theft or malfeasance.
  - e. An act that is a found violation of any administrative rule promulgated by the South Dakota CBADP or by the Division of Alcohol and Drug Abuse, State of South Dakota, or other professional licensing or certification boards.
  - f. An act resulting in being convicted by a military tribunal or court's martial for an offense equal to a Class I misdemeanor or felony or like sanction.
4. Professional Incompetence
  - a. Gross incompetence or unprofessional or dishonorable conduct or any act, which constitutes a substantial deviation from the standards of skill ordinarily possessed by professional peers acting in the same or similar circumstances.
  - b. Refusal to seek treatment for chemical abuse or dependency or mental health problems that impair professional judgment and performance.
  - c. Negligently, willfully or intentionally acting in a manner inconsistent with the health or safety of persons in your professional care.
  - d. The inability to perform or the consistent unsatisfactory performance of the expected functions of an alcohol and drug abuse professional.
  - e. Failing to recognize the personal boundaries and limitations of one's own professional competencies demonstrated by offering services or using techniques beyond the scope of the professional's personal competencies or expertise.

5. Exploitation of Client/Recipient or Professional Relationship
  - a. Entering into a professional relationship with member's of one's own family, intimate friends, close associates or others whose welfare might be jeopardized by such a dual relationship.
  - b. Participating in or soliciting sexual relationships with a client or recipient.
  - c. Entering into personal financial arrangements with a client or recipient, which exploits clients or recipients.
  - d. Using a relationship with a client or recipient to promote personal gain or the profit of an agency or commercial enterprise of any kind.
  - e. Offering professional services to a client or recipient who is under the care of another professional, except with the knowledge of the other professional or after termination of the client/recipient relationship with another professional.
  - f. Sending or receiving a commission or rebate or any other form of payment for referral of clients or recipients for professional services.
  - g. Engaging in fee splitting.
  - h. Accepting a private fee or gratuity or any other gift other than a one-time gift for professional work with a person who is entitled to the services through the professional employer.
6. Unethical Conduct.
  - a. Engaging in unethical conduct includes, in addition to the violations enumerated herein, any other substantial violation of any of the Board promulgated or adopted Professional Code of Ethics, which is detrimental to the profession or to the public.

## **SANCTIONS**

Violations of the ethical standards or grounds for discipline may result in any of the following disciplinary sanctions:

Denial	Refusal to issue certification or recertification to an applicant until a required action has taken place.
Ban/Revoke	Official order forbidding an individual from applying for certification or renewal for either a time-limited period or a lifetime or bar a practitioner from practice for an indefinite length of time.
Reprimand/Censure	A formal written reproof or warning.
Impose a Probationary Status	Place a practitioner on probationary status and require regular reports to the Board on the matters that are the basis of the probation or limit their scope of practice to prescribed areas.
Suspension	A time limited loss of certification, not to be less than thirty days or more than twelve months without further review and sanctions. Three suspensions in a four-year period will result in revocation. Suspensions may have an appropriate condition(s), which must be met before the suspension will be eliminated.
Revocation	The permanent loss of certification.

The Board may withdraw the probation if the Board finds the deficiencies that resulted in disciplinary action have been remedied.

The Board may summarily suspend a practitioner's certification in advance of a final adjudication or during the appeals process if the Board finds that a practitioner would represent a clear and immediate danger to the public health and safety if the practitioner were allowed to continue to practice. A hearing will take place within 20 days if the Board imposes a suspension prior to a final adjudication or during the appeals process.

**The Board of Directors, when determining the nature and severity of the disciplinary sanction to be imposed may consider the following factors:**

1. Sufficient cause to believe the individual's physical or mental condition may endanger the health or safety of clients who are or may become involved in a professional relationship.
2. The relative seriousness of the violation as it related to assuring the public of a high standard of professional service and care.
3. The facts of a particular violation.
4. Any extenuating circumstances or other countervailing considerations.
5. The number of prior violations or complaints and seriousness of each.
6. Whether remedial action has previously been taken.
7. Other factors which reflect upon the competency, ethical standards and professional conduct of the individual.

## **THE APPEAL PROCESS FOR CERTIFICATION**

### ***APPEAL OF APPLICATION DENIAL OR DISAPPROVAL***

Applicants for certification or recertification, and trainee recognition or trainee internship and prevention certification whom have been denied or disapproved in the application process may appeal the decision. Appeals must be submitted in writing requesting reconsideration of the decision within 30 days of the date the applicant received notification from the South Dakota CBADP Administrative Office.

Appeals are considered based solely on information and documentation in the initial application. Additional documentation of information or a change in circumstances will not be pertinent for reconsideration. Information pertaining to the appeal is relevant only if it was included in the applicant's initial and original application for certification, recertification, trainee recognition, trainee internship status or prevention specialist application.

A subcommittee of the Board will review the initial application and supporting documentation to determine if the applicant meets the standards and requirements for certification or recertification. The subcommittee will make a recommendation to the Board and provide all the information related to the case. The Board will then make a determination to uphold the decision of the subcommittee or to approve the candidate's application and continuation in the certification process.

Applicants dissatisfied with the decision of the Board will have the right to appeal under the provisions and in accordance with SDCL 1-26.

### ***APPEAL OF EXAMINATION RESULTS***

The South Dakota Certification Board for Alcohol and Drug Professionals will not accept appeals based solely on the inability of the candidate to pass either the written or oral examinations.

The Examinations utilized by the South Dakota CBADP are national standardized examinations, which are proven to be valid, reliable and legally defensible testing instruments. Appeals related to the examinations must be relevant to the Board's failure to comply with acceptable testing guidelines and practices as established by the International Certification Reciprocity Consortium or it's contracted testing company.

If candidates wish to have a review of their score on the written examination the request must be submitted in writing within 30 days of the postmark on their score report. Candidates should be aware that the IC&RC/AODA examination security and item banking procedures do not permit candidate's access to examination questions, answer keys or other secure materials.

Applicants appealing in the Case Presentation Method Oral Interview are restricted to appeals based on the failure of the evaluation team to adhere to the standardized process, manuscript and guidelines as established by the IC&RC/AODA.

CPM Evaluators are reciprocal level counselors who have completed extensive training in the Case Presentation Method Process and are required to achieve a passing score of 80% to the standardized evaluation and scoring system. Evaluators are also required to undergo periodic refresher training and testing to ensure scoring within the acceptable range. When it has been determined that there was a deviation in the process, applicants will be re-tested in the CPM oral examination at no cost to the applicant.

Applicants dissatisfied with the decisions of the Board will have the right to appeal under provisions and in accordance with SDCL 1-26.

## ***APPENDIX***

### **TWELVE CORE FUNCTIONS OF THE ALCOHOL AND DRUG ABUSE COUNSELOR AND GLOBAL CRITERIA**

The twelve core functions represent a specific entity and although they may overlap, depending on the nature of the Counselor's practice the Counselor must be able to demonstrate competency in each core function and global criteria area.

**SCREENING:** The process by which a client is determined to be appropriate and eligible for admission to a particular program.

#### **Global Criteria**

1. Evaluate psychological, social and physiological signs and symptoms of alcohol and other drug use and abuse.
2. Determine the client's appropriateness for admission or referral.
3. Determine the client's eligibility for admission or referral.
4. Identify any coexisting conditions (medical, psychiatric, physical, etc.) that indicate a need for additional professional assessment and/or services.
5. Adhere to applicable laws, regulations and agency policies governing alcohol and other drug abuse services.

This function requires that the counselor consider a variety of factors before deciding whether or not to admit the potential client for treatment. It is imperative that the counselor use appropriate diagnostic criteria to determine whether the applicant's alcohol or other drug use constitutes abuse. All counselors must be able to describe the criteria they use and demonstrate their competence by presenting specific examples of how the use of alcohol and other drugs has become dysfunctional for a particular client.

The determination of a particular client's appropriateness for a program requires the counselor's judgment and skill and is influenced by the program's environment and modality (i.e., inpatient, outpatient, residential, pharmacotherapy, detoxification, or day care). Important factors include the physical condition of the client, outside supports/resources, previous treatment efforts, motivation and the philosophy of the program.

The eligibility criteria are generally determined by the focus, target population and funding requirements of the counselor's program or agency. Many of the criteria are easily ascertained. These may include the client age, gender, place of residence, legal status, veteran status, income level and the referral source. Allusion to following agency policy is a minimally acceptable statement.

If the applicant (client) is found ineligible or inappropriate for the program, the counselor should be able to suggest an alternative.

**INTAKE:** The administrative and initial assessment procedures for admission to a program.

6. Complete required documents for admission to the program.
7. Complete required documents for program eligibility and appropriateness.
8. Obtain appropriately signed consents when soliciting from or providing information to outside sources to protect client confidentiality and rights.

The intake usually becomes an extension of the screening, when the decision to admit is formally made and documented. Much of the intake process includes the completion of various forms. Typically, the client and counselor fill out an admission or intake sheet, document the initial assessment, complete appropriate releases of information, collect financial data, sign consent for treatment and assign the primary counselor.



**ORIENTATION:** Describing to the client the following: general nature and goals of the program; rules governing client conduct and infractions that can lead to disciplinary action or discharge from the program; in a non-residential program, the hours during which services are available; treatment costs to be borne by the client, if any, and client's rights.

**Global Criteria:**

9. Provide an overview to the client by describing program goals and objectives for client care.
10. Provide an overview to the client by describing program rules, and client obligations and rights.
11. Provide an overview to the client of the programs operations.

The orientation may be provided before, during and/or after the client's screening and intake. It can be conducted in an individual, group or family context. Portions of the orientation may include other personnel for certain specific parts of the treatment, such as medication.

**ASSESSMENT:** The procedures by which a counselor/program identifies and evaluates an individual's strengths, weaknesses, problems and needs for the development of a treatment plan.

**Global Criteria:**

12. Gather relevant history from client including but not limited to alcohol and other drug abuse using appropriate interview techniques.
13. Identify methods and procedures for obtaining corroborative information from significant secondary sources regarding client's alcohol and other drug abuse and psycho-social history.
14. Identify appropriate assessment tools.
15. Explain to the client the rationale for the use of assessment techniques in order to facilitate understanding.
16. Develop a diagnostic evaluation of the client's substance abuse and any coexisting conditions based on the results of all assessments in order to provide an integrated approach to treatment planning based on the client's strengths, weaknesses, and identified problems and needs.

Although assessment is a continuing process, it is generally emphasized early in treatment. It usually results from a combination of focused interviews, testing and/or record reviews.

The counselor evaluates major life areas (i.e., physical, health, vocational development, social adaptation, legal involvement and psychological functioning) and assesses the extent to which alcohol or drug use has interfered with client's functioning in each of these areas. The result of this assessment should suggest the focus for treatment.

**TREATMENT PLANNING:** Process by which the counselor and the client identify and rank problems needing resolution; establish agreed upon immediate and long term goals and decide upon a treatment process and the resource to be utilized.

**Global Criteria:**

17. Explain assessment results to the client in an understandable manner.
18. Identify and rank problems based on individual client needs in the written treatment plan.
19. Formulate agreed upon immediate and long-term goals using behavioral terms in the written treatment plan.
20. Identify the treatment methods and resources to be utilized as appropriate for the individual client.

The treatment contract is based on the assessment and is a product of a negotiation between the client and counselor to assure that the plan is tailored to the individual's needs. The language of the problem, goal and strategy statements should be specific, intelligible to the client and expressed in behavioral terms. The statement of the problem concisely elaborates on a client and counselor to determine progress in treatment. The plan or strategy is a specific activity that links the problem with the goal. It describes the services, who will provide them, where they will be provided and at what frequency. Treatment planning is a dynamic process and the contracts must be regularly reviewed and modified as appropriate.

**COUNSELING:** (Individual, Group and Significant Others.) The utilization of special skills to assist individuals, families, or groups in achieving objectives through exploration of a problem and its ramifications; examination of attitudes and feelings; consideration of alternative solutions and decision making.

**Global Criteria:**

21. Select the counseling theory (ies) that apply.
22. Apply technique(s) to assist the client, group, and/or family in exploring problems and ramifications.
23. Apply techniques to assist the client, group, and/or family in examining the client's behavior, attitudes, and/or feelings if appropriate in the treatment setting.
24. Individualize counseling in accordance with cultural, gender and life-style differences.
25. Interact with the client in an appropriate therapeutic manner.
26. Elicit solutions and decisions from the client.
27. Implement the treatment plan.

Counseling is basically a relationship in which the counselor helps the client mobilize resources to resolve his/her problem and/or modify attitudes and values. The counselor must be able to demonstrate a working knowledge of various counseling approaches. These methods may include Reality Therapy, Transactional Analysis, Strategic Family Therapy, Client-Centered Therapy, etc. Further, the counselor must be able to explain the rationale for using a specific skill for the particular client. For example, a behavioral approach might be suggested for clients who are resistant, manipulative and have difficulty anticipating consequences and regulating impulses. On the other hand, a cognitive approach may be appropriate for a client who is depressed, yet insightful and articulate.

Also, the Counselor should be able to explain his/her rationale for choosing a counseling skill in an individual, group or significant other context. Finally, the counselor should be able to explain why a counseling approach or context changes during treatment.

**CASE MANAGEMENT:** Activities that bring services, agencies, resources or people together within a planned framework of action toward the achievement of established goals. It may involve liaison activities and collateral contracts.

**Global Criteria:**

28. Coordinate services for client care.
29. Explain the rationale of case management activities to the client.

Case management is the coordination of a multiple services plan. By the time many alcohol and other drug abusers enter treatment they tend to manifest dysfunction in a variety of areas. For example, a heroin addict may have hepatitis, lack job skills and have pending criminal charges. In this case, the counselor might monitor his medical treatment, make a referral to a vocational rehabilitation program and communicate with representatives of the Criminal Justice system.

The client may also be receiving other treatment services, such as family therapy and pharmacotherapy, within the same agency. These activities must be integrated into the treatment plan and communication must be maintained with the appropriate personnel.

**CRISIS INTERVENTION:** Those services that respond to an alcohol and/or other drug abuser's needs during acute emotional and/or physical distress.

**Global Criteria:**

30. Recognize the elements of the client's crisis.
31. Implement an immediate course of action appropriate to the crisis.
32. Enhance overall treatment by utilizing crisis events.

A crisis is a decisive, crucial event in the course of treatment that threatens to compromise or destroy the rehabilitation effort. These crises may be directly related to alcohol or drug use (i.e., overdose or relapse) or indirectly related. The latter might include the death of a significant other, separation/divorce, arrest, suicidal gestures, a psychotic episode or outside pressure to terminate treatment. If no specific crisis is presented in the Written Case, rely on and describe a past experience with a client. Describe the overall picture before, during and after the crisis.

It is imperative that the counselor be able to identify the crisis when they surface, attempt to mitigate or resolve the immediate problem and use the negative events to enhance the treatment efforts, if possible.

**CLIENT EDUCATION:** Provision of information to individuals and groups concerning alcohol and other drug abuse, the implications of, and the available services and resources.

**Global Criteria:**

33. Present relevant alcohol and other drug use/abuse information to the client through formal and/or informal processes.
34. Present information about available alcohol and other drug services and resources.

Client education is provided in a variety of ways. In certain inpatient and residential programs, for example, a sequence of formal classes may be conducted using a didactic format with reading materials and films. On the other hand, an outpatient counselor may provide relevant information to the client individually and informally. In addition to alcohol and drug information, client education may include a description of self-help groups and other resources that are available to the clients and their families. The applicant must be competent in providing a specific example of the type of education provided to the client and the relevance to the case.

**REFERRAL:** Identifying the needs of the client that cannot be met by the counselor or agency and assisting the client to utilize the support systems and community resources available.

**Global Criteria:**

35. Identify need(s) and/or problem(s) that the agency and/or counselor cannot meet.
36. Explain the rationale for the referral to the client.
37. Match client needs and/or problems to appropriate resources.
38. Adhere to applicable laws, regulations and agency policies governing procedures related to the protection of the client's confidentiality.
39. Assist the client in utilizing the support systems and community resources available.

In order to be competent in this function, the counselor must be familiar with community resources, both alcohol and drug and others, and be aware of the limitations of each service and if the limitations could adversely impact the client. In addition, the counselor must be able to demonstrate a working knowledge of the referral process, including the confidentiality requirements and outcomes of the referral.

Referral is obviously closely related to case management when integrated into the initial and ongoing treatment plan. It also includes, however, aftercare or discharge planning referrals that take into account the continuum of care.

**REPORTS AND RECORD KEEPING:** Charting the results of the assessment and treatment plan, writing reports, progress notes, discharge summaries and other client-related data.

**Global Criteria:**

40. Prepare reports and relevant records integrating available information to facilitate the continuum of care.
41. Chart pertinent ongoing information pertaining to the client.
42. Utilize relevant information from written documents for client care.

The report and record-keeping function is extremely important. It benefits the counselor by documenting the client's progress in achieving his or her goals. It facilitates adequate communication between co-workers. It assists the counselor's supervision providing timely feedback. It is valuable to other programs that may provide services to the client at a later date. It can enhance the accountability of the program to its licensing/funding sources. Ultimately, if performed properly, it can enhance the client's entire treatment experience. The applicant must prove personal action in regard to the report and record keeping function.

## **CONSULTATION WITH OTHER PROFESSIONALS IN REGARD TO CLIENT TREATMENT**

**SERVICES:** Relating with in-house staff or outside professionals to assure comprehensive, quality care for the client.

### **Global Criteria:**

43. Recognize issues that are beyond the counselor's base of knowledge and/or skills.
44. Consult with appropriate resources to ensure the provision of effective treatment services.
45. Adhere to applicable laws, regulations and agency policies governing the disclosure of client identifying data.
46. Explain the rationale for the consultation to the client, if appropriate.

Consultations are meetings for discussions, decision-making and planning. The most common consultation is the regular in-house staffing in which client cases are reviewed with other members of the treatment team. Consultations also can be conducted in individual sessions with the supervisor, other counselors, psychologists, physicians, probation officers and other service providers connected with the client's case.

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## **CBADP FEE SCHEDULE**

● Application materials or portfolio reviews	\$ 25.00
● CCDC or CPS Application and examination	\$250.00
● CCDC or CPS Retest	\$200.00
● CCDC or CPS Recertification	\$150.00
● CCDC Level upgrade	\$150.00
● CCDC or CPS Replacement or duplicate certificate	\$ 15.00
● CCDC or CPS Replacement card	\$ 5.00
● CDCT or PST Recognition	\$150.00*
● CDCT or PST Renewal	\$100.00
● CDCT or PST Replacement or duplicate certificate	\$ 15.00
● Intern certificate	\$ 25.00
● Intern replacement certificate	\$ 15.00
● Registration as Continuing Education Provider	\$ 25.00
● Dual credential recertification	\$225.00
● Late fee	\$ 50.00
● Retirement status recertification	\$ 75.00
● Trainee recognition reactivation	\$100.00**
● IC&RC Certificate	\$ 24.00
● Mailing labels	\$100.00
● Mailing list	\$ 50.00
● Return check fee	\$ 30.00

\*Fees for CDCT and PST Recognition are prorated at a rate of \$12.50 per month from the month of recognition through the end of the month of the professional's birth.

\*\*Fees for Trainee reactivation are prorated at a rate of \$8.33 per month from the month of reactivation through the end of the month of the professional's birth.

## **CONTINUING EDUCATION SPONSOR**

Dear Continuing Education Sponsor:

Thank you for your interest in continuing education. The process of endorsing continuing education events is intended to ensure the educational event meets the requirements for recertification. Education specific to alcohol and drug prevention and treatment, general counseling related, the administration and management of programs, and/or any topic relevant to the enhancement of the knowledge and skill of a certified/licensed professional will be approved for recertification.

Once endorsement is granted you may advertise that your education event is CBADP approved. Certified/Licensed professionals look to CBADP approved events as their first choice in selecting education for recertification.

Education/training events must be submitted and approved for every recertification cycle. All continuing education events must be prior approved or approved within 30 days of the event.

### **Procedures for Approval:**

Complete and submit the application. Provide copies of the brochure for the continuing education or training event that includes documentation on the qualifications of instructors, and outline of the training event that includes the date of the event, the actual hours, and the topics covered.

Once the event has been approved you are responsible for providing a certificate of attendance upon completion to each attendee. The certificate must carry the attendee's name, the title of the educational offering, the dates and the hours granted. It is also helpful to have the sponsoring agencies name on the certificate.

Attendees should only be granted the number of contact hours for which they attend. If they leave the training prior to the completion, or attend just one day of a two day event, give only the hours for which they are entitled. Attendance sheets must be maintained for three years from the date of the offering.

Thank you for seeking endorsement of your continuing education events and for providing quality continuing education for alcohol and drug professionals. If you have any questions please contact the CBADP office at 605-332-2645 or by email at [CBADP@midconetwork.com](mailto:CBADP@midconetwork.com).

# CERTIFICATION BOARD FOR ALCOHOL AND DRUG PROFESSIONALS

## **EDUCATIONAL PROVIDER STATUS AGREEMENT**

Name of Agency/  
Institution: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email  
Address: \_\_\_\_\_

Contact Person: \_\_\_\_\_

I/we agree to adhere to the CBADP guidelines for submission of educational/training events to be considered for CBADP approval. Events must be submitted prior to the event or within 30 days of the date of the event. The CBADP reserves the right to request additional information for clarity on the program and/or educational offerings, and to request the right to audit the event.

Sponsors or organizations providing the training must agree to issue a certificate of attendance or other evidence of attendance to the participants, and will keep an attendance record for three years of the date of the event.

Please submit the application with the required documentation and the \$25 processing fee.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**REQUEST FOR APPROVAL OF CONTINUING PROFESSIONAL TRAINING**

Date Submitted: \_\_\_\_\_

Name of Training Event: \_\_\_\_\_

Sponsoring Agency: \_\_\_\_\_

Date of Activity: \_\_\_\_\_

Hours of Continuing Professional Training Requested: \_\_\_\_\_

Location of Activity (Site): \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_

Instructors: \_\_\_\_\_

Qualifications of Instructor(s) (sponsoring Agencies attach Vitae): \_\_\_\_\_

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**Documentation of Training Event must be attached, include: Brochures, Course Descriptions, Course Syllabus, Time Frames, Agenda, Etc., to assist in evaluation the validity of the offering.**

Name of Person Submitting: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Work Phone #: \_\_\_\_\_ Fax #: \_\_\_\_\_

**The CBADP Administrative Office will complete this section and one copy of the form will be returned to you for your records.**

THE ABOVE OFFERING IS APPROVED FOR:

\_\_\_\_\_ Hours of Continuing Professional Training

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Date

COMPLETE THE TOP SECTION AND SUBMIT ORIGINAL AND ONE (1) COPY ALONG WITH A COPY OF THE TRAINING BROCHURE OR OUTLINE TO:

CBADP,  
3101 W. 41<sup>st</sup> STREET, SUITE 205,  
SIOUX FALLS, SD 57105

REPRODUCTION OF THIS FORM IS ENCOURAGED



**CBADP CONTINUING EDUCATION/TRAINING REPORT FORM**

I, \_\_\_\_\_, (please print) hereby submit the following as Continuing Education units and/or contact hours in support of my certification as a:

\_\_\_\_ Chemical Dependency Trainee      \_\_\_\_ Chemical Dependency Counselor (Level I \_\_ II \_\_ III \_\_)

\_\_\_\_ Certified Prevention Specialist      \_\_\_\_ CCDC and CPS (Dual Credential)

\_\_\_\_\_ Prevention Specialist Trainee

For the period of: (month) \_\_\_\_\_ (year) \_\_\_\_\_ to: (month) \_\_\_\_\_ (year) \_\_\_\_\_

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Signature / Date

If certified less than 12 months no continuing education is due at this time. If certified between 12-24 months, contact the CBADP for number of continuing education hours due.

A certified professional by CBADP needs 40 hours every two years if singly credentialed and 60 hours every two years if dually credential. Effective 1 January 2006, cultural competency training is required if working with culturally diverse clients and/or training is required in special populations if working with special populations. Ten (10 hours) of training in cultural competency or ten (10 hours) Special Populations area if working with special populations (geriatrics, adolescent, incarcerated, disabled, dual diagnosis setting)

What was the Title of the Training?		DATE: ____/____/____	
Who taught the training? What was their degree? What were their credentials?			
Who Sponsored the training? Agency: Where:		Contact Hours: CCBTS _____ CEUs _____	
Format: ____ conference ____ workshop ____ college class      ____ Sponsored training ____ Self-directed (internet/self-study/ programmed instruction) ____ Audio or tele-conference ____ Other (specify)_____		What Type of Continuing Professional Training? ____ Core Functions      ____ Cultural Competency ____ Personal Development      ____ Special Populations ____ Assessment      ____ Treatment ____ Counseling      ____ Ethics ____ Agency staff training (also check one of the above) ____ Other (specify)_____	

What was the Title of the Training?		DATE: ____/____/____	
Who taught the training? What was their degree? What were their credentials?			
Who Sponsored the training? Agency: Where:		Contact Hours: _____ CEUs _____	
Format: ____ conference ____ workshop ____ college class      ____ Sponsored training ____ Self-directed (internet/self-study/ programmed instruction) ____ Audio or tele-conference ____ Other (specify)_____		What Type of Continuing Professional Training? ____ Core Functions      ____ Cultural Competency ____ Personal Development      ____ Special Populations ____ Assessment      ____ Treatment ____ Counseling      ____ Ethics ____ Agency staff training (also check one of the above) ____ Other (specify)_____	

**CBADP PORTFOLIO REVIEW REQUEST FOR COURSE EVALUATION**

**NAME:** \_\_\_\_\_

**DATE OF REQUEST:** \_\_\_\_\_

Course	Course Number, Title to fulfill requirements	Name of College or University	Date of Course	Number of Credit Hours	Grade	Comments	Board Approval Yes / No
Study of Alcohol Use and Abuse							
Study of Drug Use and Abuse							
Foundations of Individual Counseling							
Alcohol and Drug Group Counseling							
Alcohol and Drug Treatment Continuum							
Professional Ethics for the CD Counselor							
Counseling Families with Alcohol or Other Drug Issues							
Cultural Competency Specific Course							
Special Populations							
Elective							

PLEASE INDICATE WHAT COURSE(S) YOU HAVE TAKEN YOU WISH TO HAVE CONSIDERED IN MEETING THE BOARD REQUIREMENTS.

CBADP: Reviewer \_\_\_\_\_ DATE: \_\_\_\_\_

Revised 8/26/04

## **APPLICATION REQUEST FORM**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ St \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Please choose one of the following:

\_\_\_\_\_ Chemical Dependency Trainee Intern Application

\_\_\_\_\_ Chemical Dependency Counselor Trainee Application

\_\_\_\_\_ Chemical Dependency Counselor Certification Application

\_\_\_\_\_ Chemical Dependency Counselor Upgrade Application

\_\_\_\_\_ Prevention Specialist Trainee Application

\_\_\_\_\_ Prevention Specialist Certification Application

Internship trainee status is available to persons enrolled full time in a college or university, completing an internship or practicum to fulfill a degree requirement.

Send with a check or money order for \$25.00 for each application packet you are requesting. All fees are non-refundable.

**CBADP**  
**3101 WEST 41<sup>ST</sup>. STREET SUITE 205**  
**SIOUX FALLS, SD 57105**